

# Greater Impact Inc

Executive Director / CEO

EIN 821691384  
 MT · NTEE P99  
 FY ending 2023-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **John Paszkiet, Executive Director / CEO** (\$64,940) against **every comparable organization** that fit the selection criteria — **190** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** John Paszkiet — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

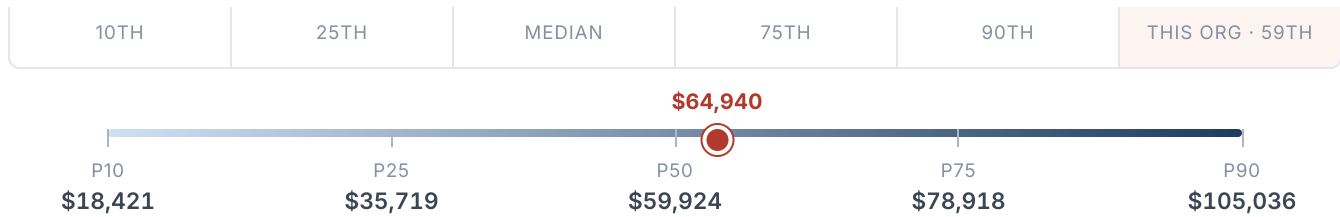
SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$329,164 and \$736,935 — 0.67x to 1.50x the subject's \$491,290 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**190** organizations qualified on sector, size, and geography → **190** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,421	\$35,719	\$59,924	\$78,918	\$105,036	\$64,940
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## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MT cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">World Of God Inc</a>	NC	\$490,966	Executive Dir.	\$72,000	<b>\$67,036</b>	2024
<a href="#">Corner Cupboard Food Bank Inc</a>	PA	\$491,750	Executive Di	\$59,690	<b>\$53,637</b>	2024
<a href="#">Csra Foundation Property Holdings Inc</a>	GA	\$490,600	President/ceo	\$42,060	<b>\$39,233</b>	2023
<a href="#">Partners In Hope Incorporated</a>	OH	\$494,128	Executive Di	\$52,000	<b>\$49,628</b>	2024
<a href="#">Open T R A I L Inc</a>	TX	\$494,585	Executive Director / Presi	\$33,107	<b>\$30,723</b>	2023
<a href="#">Benefits Management Inc</a>	NC	\$485,974	Director	\$96,715	<b>\$92,707</b>	2023
<a href="#">Tampa Connect Group Inc</a>	FL	\$496,952	President	\$46,750	<b>\$39,574</b>	2024
<a href="#">La Puerta Abierta Inc</a>	PA	\$497,590	Executive Di	\$79,000	<b>\$70,989</b>	2024
<a href="#">Essential Resource Consultants</a>	NV	\$497,758	Director	\$24,000	<b>\$21,677</b>	2024
<a href="#">The Wisdom Dojo Inc</a>	DE	\$484,046	Executive Di	\$67,250	<b>\$59,335</b>	2024
<a href="#">Esteamed Coffee Inc</a>	NC	\$498,918	Executive Di	\$71,800	<b>\$66,850</b>	2024
<a href="#">Mindfulness Northwest</a>	WA	\$500,549	Executive Dir.	\$94,848	<b>\$76,518</b>	2024
<a href="#">Pennsylvania Head Start Association</a>	PA	\$480,077	Executive Di	\$97,728	<b>\$87,817</b>	2024
<a href="#">Order Our Steps</a>	CA	\$479,696	Owner	\$80,000	<b>\$64,085</b>	2023
<a href="#">The River Center Family &amp; Community</a>	NH	\$479,096	Executive Director	\$59,710	<b>\$49,680</b>	2024
<a href="#">City Lights Ministry</a>	NC	\$476,444	President	\$39,520	<b>\$37,882</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lend A Hand Foundation</a>	CA	\$473,847	Executive Dir.	\$62,330	<b>\$48,498</b>	2024
<a href="#">John Hobson Ministries Inc</a>	KY	\$473,480	President	\$88,200	<b>\$85,386</b>	2024
<a href="#">Backyard Orphans</a>	TX	\$509,175	President/founder	\$141,801	<b>\$127,814</b>	2024
<a href="#">Homeless Angels</a>	MI	\$472,709	Director	\$22,432	<b>\$20,863</b>	2024
<a href="#">Hope Diamond Services Inc</a>	GA	\$472,606	Director	\$15,060	<b>\$14,048</b>	2023
<a href="#">Wasat Community</a>	WA	\$510,686	Executive Director	\$85,369	<b>\$68,871</b>	2024
<a href="#">Revive &amp; Thrive Project</a>	MI	\$471,002	Executive Director	\$78,000	<b>\$72,545</b>	2024
<a href="#">Sleepyhead Beds</a>	MO	\$512,628	Executive Director	\$65,413	<b>\$62,429</b>	2024
<a href="#">Project Sweet Peas</a>	RI	\$469,835	Executive Dir.	\$35,000	<b>\$30,241</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MT cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	190 organizations. Compensation range \$682–\$498,052; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$491,290); for reference, expenses \$553,434 and assets \$787,281.
ROLE MATCH	John Paszkiet, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	48 <sup>th</sup>
Reportable pay only (column D), adjusted	61 <sup>st</sup>
All sources (D + E + F), adjusted	55 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (John Paszkiet) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 190 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,940 is reasonable (approximately the 59<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.