

Fountain Of Kindness Inc

Executive Director / CEO

EIN 825000519
 NY · NTEE E86
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Melody Aziz, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

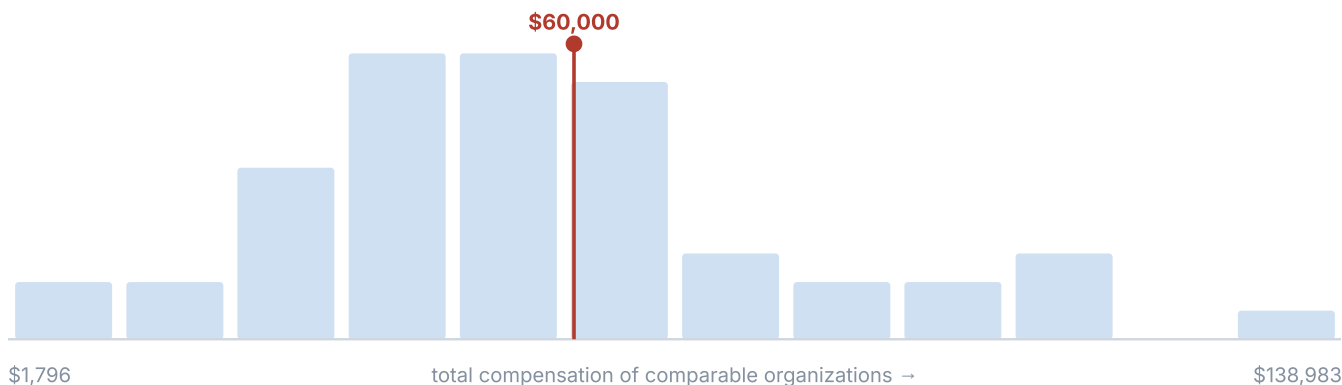
Benchmarked executive: Melody Aziz — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E86).
BUDGET	Total revenue between \$140,321 and \$314,152 — 0.67x to 1.50x the subject's \$209,435 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E86), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,241	\$38,687	\$51,403	\$67,737	\$99,275	\$60,000
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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 NY 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
Camp Millennium	OR	\$207,339	Camp Director	\$61,379	\$63,079	2024
Yamhill Valley Community Doulas Inc	OR	\$212,123	President	\$40,286	\$42,625	2023
Dan's House Of Hope Inc	TX	\$212,670	President	\$11,000	\$12,177	2024
Jacobs House Inc	CA	\$215,293	Executive Dir.	\$65,000	\$62,114	2024
Rusfond Usa Inc	NY	\$215,374	Pres/treas/dir	\$134,996	\$138,983	2023
Apache Creek Deaf And Youth Ranch	NM	\$215,514	President	\$28,688	\$35,154	2023
Little Smiles (Pa) Inc	PA	\$217,077	Exec. Director & Co-founder	\$45,600	\$50,324	2024
The Jared Box Project	PA	\$200,982	Executive Di	\$20,975	\$23,148	2024
Healing Heart Project	FL	\$220,794	Executive Director	\$45,000	\$48,164	2023
Spreading Sunshine Inc	TN	\$220,901	Executive Di	\$50,400	\$60,360	2023
The Superhero Project	OH	\$222,566	Staff Representative	\$50,000	\$60,337	2023
Pink Ribbon Riders	MI	\$225,101	Executive Di	\$78,520	\$87,378	2025
The Danielle House Inc	NY	\$192,634	Executive Di	\$36,725	\$37,810	2023
Equinoterapia Puerto Rico Inc	PR	\$227,505	Executive Director	\$37,225	\$37,225	2024
Strong Like Ak	NC	\$229,278	Executive Director	\$46,410	\$53,068	2024
Unverferth House Inc	OH	\$230,398	Executive Director	\$59,986	\$70,310	2024
State Of Texas Kidney Foundation	TX	\$237,183	Ceo	\$61,402	\$72,848	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hitting Cancer Below The Belt Inc	VA	\$175,965	Executive Director	\$45,000	\$49,503	2023
Cocktails & Caregivers Foundation Inc	IN	\$245,064	President/founder	\$1,495	\$1,796	2023
Angel Fund	MN	\$246,041	President	\$17,500	\$19,702	2023
Camelot Center	OH	\$170,877	Program Director	\$44,775	\$52,481	2024
The Caring Community Foundation Inc	NC	\$248,863	Executive Director	\$97,500	\$111,488	2024
Courageous Kidz Inc	SC	\$249,512	Executive Director	\$33,212	\$39,476	2023
Coalition For Usher Syndrome Research	MA	\$250,204	Executive Director	\$72,497	\$74,224	2023
Lending Hearts	PA	\$167,473	President	\$99,037	\$109,296	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2024 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 NY 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.

● Sample, role match & sensitivity

PEER COUNT	50 organizations. Compensation range \$1,796–\$138,983; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$209,435); for reference, expenses \$305,244 and assets \$221,603. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Melody Aziz, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	62 nd
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	62 nd

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 (Melody Aziz) 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 9, 2026, comparing compensation against 50 similarly situated organizations (Same NTEE sector (E86), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 62nd 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 9, 2026.