

# Los Alamos Study Group

Executive Director / CEO

EIN **850438692**  
 NM · NTEE Q054  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Gregory Mello, Executive Director / CEO** (\$3,333) against **every comparable organization** that fit the selection criteria — **97** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 9<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (Q054).

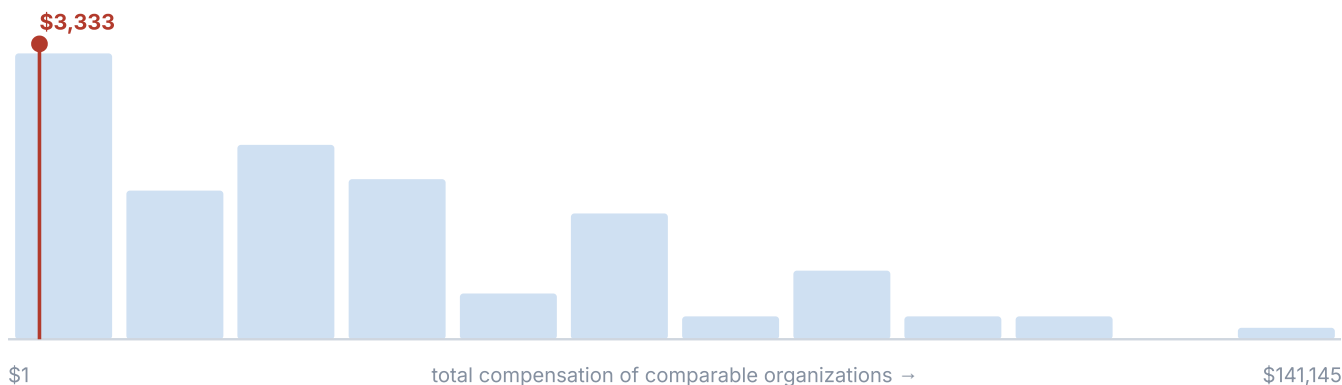
**BUDGET** Total revenue between \$65,272 and \$146,133 — 0.67x to 1.50x the subject's \$97,422 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**97** organizations qualified on sector, size, and geography

→ **97** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,132

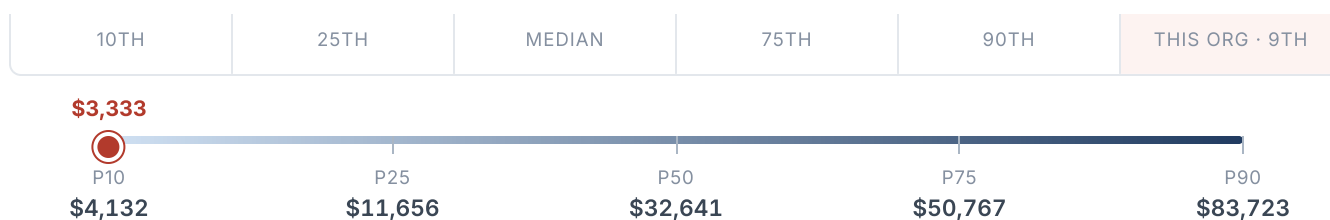
\$11,656

\$32,641

\$50,767

\$83,723

**\$3,333**



## ■ 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 NM 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="#">United States-asia Foundation</a>	DC	\$98,808	President	\$142,000	<b>\$115,856</b>	2023
<a href="#">Ukraine Childrens Aid Fund Inc</a>	MD	\$100,435	Managing Dir.	\$99,000	<b>\$83,585</b>	2024
<a href="#">Principe Productions Inc</a>	NY	\$100,781	Executive Director	\$168,000	<b>\$141,145</b>	2023
<a href="#">World Share Usa</a>	CA	\$100,888	President	\$43,000	<b>\$33,531</b>	2024
<a href="#">Inmed Partnerships For Children Inc</a>	WA	\$93,678	President	\$4,500	<b>\$3,638</b>	2024
<a href="#">Angels' Haven Outreach</a>	CA	\$92,675	Executive Director	\$139,712	<b>\$108,949</b>	2024
<a href="#">Puresa Humanitarian Corp</a>	FL	\$102,287	President	\$46,378	<b>\$39,345</b>	2024
<a href="#">Israel 20 Inc</a>	NJ	\$92,286	Hernandez	\$18,400	<b>\$14,836</b>	2024
<a href="#">Alaska Universal Service</a>	AK	\$103,489	Agent	\$52,864	<b>\$45,642</b>	2024
<a href="#">Funds For The Missions Inc</a>	TX	\$103,696	Chief Executive Officer	\$6,470	<b>\$6,017</b>	2023
<a href="#">Global Solutions Pittsburgh</a>	PA	\$90,977	Executive Di	\$69,267	<b>\$64,223</b>	2023
<a href="#">Chabad Lubavitch Of Moscow Inc</a>	NY	\$104,366	Director	\$12,500	<b>\$10,502</b>	2023
<a href="#">Destined For Grace Children's Relief</a>	CA	\$104,521	Ceo	\$119,710	<b>\$90,944</b>	2025
<a href="#">Viethope Inc</a>	CA	\$104,808	Vn Executive Director	\$33,034	<b>\$26,521</b>	2023
<a href="#">Worldhope Corps Inc</a>	CA	\$104,857	Exec Director	\$24,000	<b>\$19,268</b>	2023
<a href="#">Health Access Connect Usa Inc</a>	FL	\$89,914	Executive Director	\$18,000	<b>\$15,271</b>	2024
<a href="#">Project Vic International Inc</a>	NJ	\$89,852	President	\$71,799	<b>\$59,602</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">International Assistance Ministries</a>	TX	\$105,175	Director	\$37,500	<b>\$34,877</b>	2023
<a href="#">Nk Missions Inc</a>	VA	\$89,521	Secretary	\$66,396	<b>\$59,605</b>	2023
<a href="#">Institute For Asian Democracy</a>	DC	\$105,507	Director	\$86,596	<b>\$70,652</b>	2023
<a href="#">Friends Of Tilonia Inc</a>	NY	\$105,527	President/ Exec Director	\$1,000	<b>\$795</b>	2025
<a href="#">Elba Fire Department Inc</a>	NY	\$105,856	President	\$100	<b>\$81</b>	2024
<a href="#">Project Hope Ministries</a>	MI	\$88,878	Co-executive Director	\$12,000	<b>\$10,897</b>	2025
<a href="#">San Antonio Council For International Visitors</a>	TX	\$106,023	Executive Director	\$42,731	<b>\$38,601</b>	2024
<a href="#">A Bridge For Africa Foundation</a>	CO	\$107,359	Co-exec Dir.	\$32,254	<b>\$27,210</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	97 organizations. Compensation range \$1–\$141,145; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$97,422); for reference, expenses \$59,427 and assets \$57,750.
ROLE MATCH	Gregory Mello, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**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	9 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	8 <sup>th</sup>
Reportable pay only (column D), adjusted	12 <sup>th</sup>
All sources (D + E + F), adjusted	8 <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 (Gregory Mello) 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 97 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,333 is reasonable (approximately the 9<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 9, 2026.