

# Lotus Care House

Executive Director / CEO

EIN 863161250  
 MO · NTEE L80  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Alfredo Palacol, Executive Director / CEO** (\$77,885) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92<sup>nd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

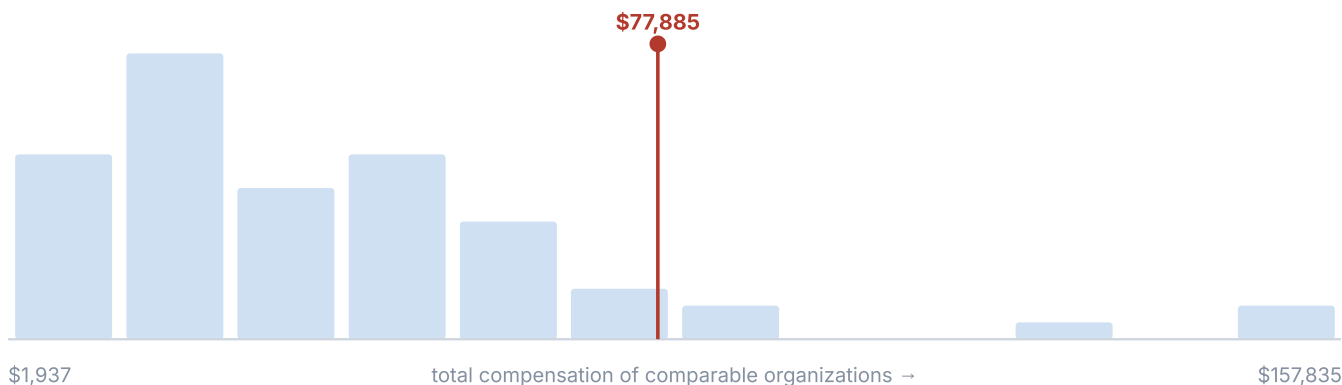
**Benchmarked executive:** Alfredo Palacol — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

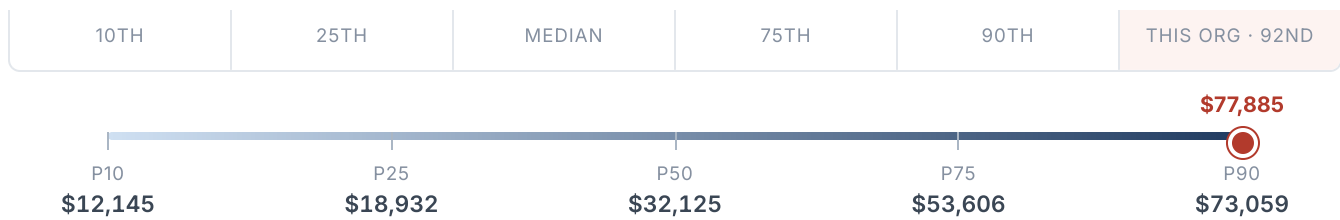
SECTOR	Organizations sharing the subject's NTEE classification (L80).
BUDGET	Total revenue between \$120,448 and \$269,661 — 0.67x to 1.50x the subject's \$179,774 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

**63** organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,145	\$18,932	\$32,125	\$53,606	\$73,059	<b>\$77,885</b>
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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 MO 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="#">His Daughters House</a>	CA	\$180,015	Ceo	\$20,097	<b>\$16,385</b>	2023
<a href="#">Cmrs Iv Inc</a>	NH	\$181,273	President & Ceo	\$32,010	<b>\$27,106</b>	2024
<a href="#">Mp Mezes Inc</a>	CA	\$181,422	Cfo/assistant Secretary	\$59,660	<b>\$48,639</b>	2023
<a href="#">Abigail's Place</a>	TX	\$177,282	Executive Director	\$48,000	<b>\$44,033</b>	2024
<a href="#">Vesta Three Inc</a>	MD	\$183,633	President	\$21,417	<b>\$18,363</b>	2024
<a href="#">The Safe Place Foundation</a>	IA	\$186,798	Executive Director	\$42,780	<b>\$44,225</b>	2023
<a href="#">Strategic Community Investments</a>	AR	\$172,088	Exec Dir/sec	\$22,377	<b>\$23,748</b>	2023
<a href="#">Dh Inc</a>	OR	\$170,222	President	\$15,031	<b>\$13,179</b>	2023
<a href="#">Stones River Development Corporation</a>	TN	\$189,803	Executive Director	\$29,224	<b>\$27,445</b>	2025
<a href="#">Rock Garden Camp</a>	MO	\$189,911	Manager	\$18,600	<b>\$18,066</b>	2024
<a href="#">Ingraham Housing Corporation</a>	ME	\$191,409	President	\$15,951	<b>\$14,647</b>	2024
<a href="#">The Rise Center</a>	OH	\$165,354	President/ceo	\$76,379	<b>\$74,188</b>	2024
<a href="#">Narragansett Affordable Housing Inc</a>	RI	\$163,584	President	\$37,500	<b>\$32,125</b>	2025
<a href="#">Prairie Haven Inc</a>	IA	\$162,717	Top Management Official	\$19,545	<b>\$20,205</b>	2023
<a href="#">Housing Continuum Inc</a>	IL	\$160,761	Executive Director	\$30,156	<b>\$27,991</b>	2023
<a href="#">Friendsvva Apartments Inc</a>	OH	\$199,654	Director/president	\$24,254	<b>\$23,558</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Affordable Housing Association</a>	CA	\$200,264	Ceo	\$23,461	<b>\$18,578</b>	2024
<a href="#">Mental Health Programs Inc Vi</a>	MA	\$200,470	President	\$12,032	<b>\$9,660</b>	2025
<a href="#">Cannelton &amp; Neighbors Development Inc</a>	IN	\$158,750	Executive Director	\$13,950	<b>\$13,491</b>	2024
<a href="#">Fox Township Manor Inc</a>	PA	\$158,421	Director	\$34,650	<b>\$31,688</b>	2024
<a href="#">Mobility Special Care Housing Inc</a>	NJ	\$201,437	President	\$72,000	<b>\$58,953</b>	2024
<a href="#">Mid-peninsula Murphy's Inc</a>	CA	\$157,402	Cfo / Assistant Secretary	\$77,467	<b>\$61,345</b>	2024
<a href="#">Bil Housing Development Fund Co Inc</a>	NY	\$202,828	Board Member/president	\$27,794	<b>\$22,439</b>	2025
<a href="#">Trans Housing Coalition Inc</a>	GA	\$156,187	Executive Dir.	\$89,470	<b>\$84,936</b>	2023
<a href="#">The Pec Foundation</a>	PA	\$203,812	President - Hopephl	\$11,844	<b>\$11,152</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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** 63 organizations. Compensation range \$1,937–\$157,835; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$179,774); for reference, expenses \$506,071 and assets \$58,290. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Alfredo Palacol, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	92 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	33 <sup>rd</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 (Alfredo Palacol) 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 63 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,885 is reasonable (approximately the 92<sup>nd</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.