

New American Community Lending

Executive Director / CEO

EIN **883474687**
 MD · NTEE P84
 FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Krish O'mara Vignarajah, Executive Director / CEO** (\$40,592) against **every comparable organization** that fit the selection criteria — **576** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

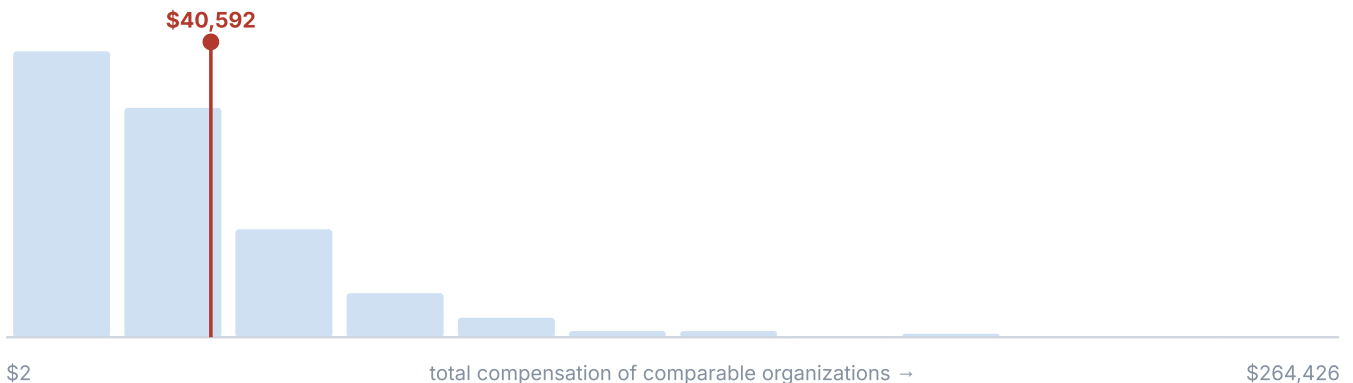
Benchmarked executive: Krish O'mara Vignarajah — reported title "PRESIDENT & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P84).
BUDGET	Total revenue between \$59,641 and \$133,525 — 0.67x to 1.50x the subject's \$89,017 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

576 organizations qualified on sector, size, and geography → **576** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,748	\$14,706	\$28,148	\$47,796	\$69,510	\$40,592
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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 MD 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
Valley Of The Sun School Properties One	AZ	\$88,981	Board Member	\$18,515	\$18,500	2024
Mary's House Ministry Alliance For	SC	\$89,055	Chairman	\$4,200	\$4,553	2024
Helping The Behaviorally Challenging	CA	\$89,112	President And Ceo	\$30,000	\$26,913	2024
Parenting Resource Center Of East	TX	\$89,394	Executive Dir.	\$40,392	\$41,978	2024
Manna Cafe Ci	VA	\$88,530	President	\$29,548	\$29,641	2024
African Resource Center Of West Michigan	MI	\$89,560	Executive Director	\$60,240	\$64,599	2024
Community And Seasoned Citizens Inc	OH	\$88,363	Trustee	\$3,432	\$3,777	2024
Honor Bound Foundation Inc	CT	\$88,313	President	\$74,983	\$73,043	2024
Lincoln Road Llc	ID	\$89,749	Chief Executive Officer	\$6,686	\$7,389	2024
Bishop Joseph Ministries Inter	SD	\$89,921	President	\$42,000	\$49,580	2023
Wayne Hostels Holding Inc	NY	\$88,086	Chief Executive Officer	\$19,703	\$18,498	2024
Hope For Grieving Families	VA	\$88,080	Executive Director	\$47,917	\$48,067	2024
Woods Foundation Of New Jersey Inc	NJ	\$89,961	Treasurer	\$30,458	\$29,088	2023
Nursing Foundation Of Pennsylvania	PA	\$90,107	Ceo	\$1,194	\$1,274	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blue Water Residential Nonprofit	MI	\$87,761	Executive Director	\$8,971	\$9,621	2024
Teen Center Inc	TN	\$90,283	Treasurer	\$10,000	\$10,921	2024
Southwest Colorado Accelerator Prog	CO	\$90,333	Executive Di	\$106,416	\$109,145	2023
United Helpers Residence Inc	NY	\$87,550	Chief Executive Officer	\$21,503	\$20,784	2023
International Leadership Training	MO	\$87,360	Director	\$38,666	\$42,548	2024
Adams Clubhouse - Quality Care For Special Needs	AR	\$90,822	Executive Director	\$5,486	\$6,407	2024
Spaulding Family Resource Center	NC	\$90,824	Center Direc	\$21,600	\$23,187	2024
Selflessservice Inc	PA	\$87,194	Executive Di	\$28,800	\$30,720	2023
Helping Hands Of Potsdam Inc	NY	\$90,906	Executive Di	\$25,910	\$24,325	2024
Rainbow Farms Inc	MS	\$90,937	President	\$27,000	\$31,242	2024
Jm Murray Foundation Inc	NY	\$86,855	Treasurer	\$16,590	\$15,575	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **576** organizations. Compensation range \$2–\$264,426; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$89,017); for reference, expenses \$395,763 and assets \$754,562. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Krish O'mara Vignarajah, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	183 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	69 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 th

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 (Krish O'mara Vignarajah) 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 576 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,592 is reasonable (approximately the 69th 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.