

Hebrew Free Loan Association Of Washington State

Executive Director / CEO

EIN 916035624
 WA · NTEE P60
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Maura Roberts, Executive Director / CEO** (\$38,200) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

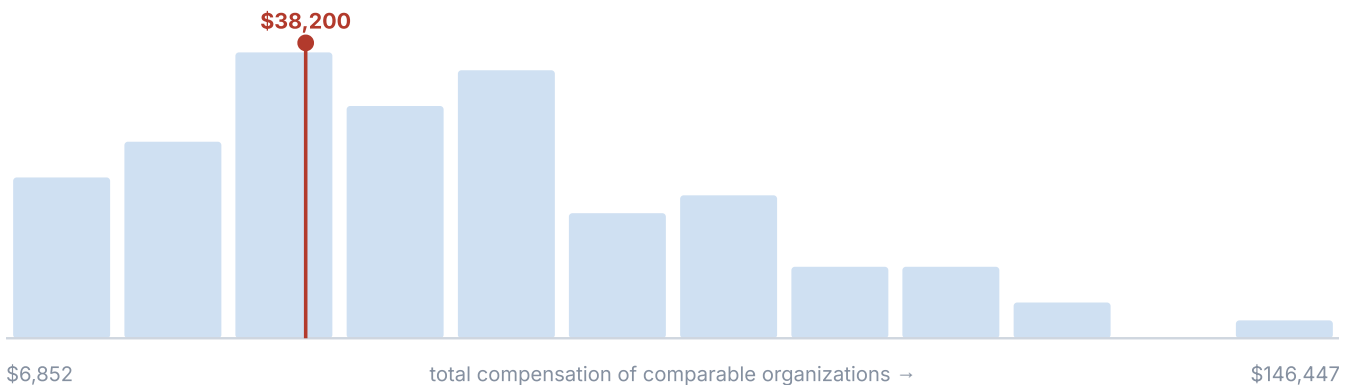
Benchmarked executive: Maura Roberts — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$177,964 and \$398,427 — 0.67x to 1.50x the subject's \$265,618 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography → **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,372 10TH	\$32,197 25TH	\$50,908 MEDIAN	\$71,354 75TH	\$96,157 90TH	\$38,200 THIS ORG · 36TH
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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 WA 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
Abrahams House	WA	\$266,383	Director	\$83,000	\$85,452	2023
Rockdale Emergency Relief Fund Inc	GA	\$266,480	Director	\$40,000	\$43,765	2025
Saint Francis Center Of The City Of Long	CA	\$262,475	Executive Dir.	\$32,400	\$32,172	2023
Love Chatham	NC	\$258,776	Executive Dir.	\$42,068	\$49,985	2023
The Helping Hand Of Greater Little Rock Inc	AR	\$257,350	Executive Director	\$42,000	\$52,731	2024
Feeding The Spirit	PA	\$256,499	Executive Di	\$24,000	\$27,522	2023
Church Response	SD	\$274,777	Pantry Manager	\$21,546	\$27,344	2023
Sergeants Benevolent Association	NY	\$256,006	Controller	\$13,186	\$13,701	2023
Val Verde Border Humanitarian Coalition	TX	\$276,259	Foundation Mgr.	\$63,807	\$71,291	2024
Good Neighbors Of Blount County	TN	\$253,975	Executive Director	\$45,000	\$54,393	2023
Apron Inc	KY	\$281,811	President	\$21,000	\$25,944	2023
Alzheimer's Outreach Center	GA	\$282,549	Agency Direc	\$24,716	\$28,577	2023
Project Hope	MT	\$248,418	Executive Director	\$15,720	\$19,485	2023
A Place For Grace Ministries Inc	FL	\$284,078	Director	\$51,470	\$54,006	2024
Good Neighbors Inc	KY	\$247,075	Exec Director	\$32,583	\$39,100	2024
Partners In Outreach	PA	\$244,646	Executive Di	\$17,980	\$20,027	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Elmington Elevates Inc	TN	\$286,774	Executive Di	\$94,714	\$111,199	2024
The Women Of My Hope Inc	LA	\$287,046	Ceo	\$50,048	\$63,372	2023
Progressive Maryland Inc	MD	\$287,634	Executive Director	\$111,625	\$120,005	2023
Reveal Resource Center	TX	\$288,015	Executive Di	\$35,000	\$38,097	2025
Greater Spartanburg Ministries Inc	SC	\$289,922	Exec. Dir.	\$104,645	\$121,936	2024
Hickory Nut Gorge Outreach Inc	NC	\$241,226	Office Manager	\$37,500	\$44,557	2023
New Jersey Voluntary Organizations	NJ	\$240,842	Executive Director	\$97,753	\$97,484	2024
Loving Bottoms Diaper Bank	IL	\$291,396	Executive Director	\$29,655	\$33,525	2023
Wright County Crisis Center	MO	\$239,794	Manager	\$31,329	\$38,157	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	90 organizations. Compensation range \$6,852–\$146,447; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$265,618); for reference, expenses \$135,377 and assets \$881,673. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Maura Roberts, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	36 th
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	30 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 (Maura Roberts) 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 90 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,200 is reasonable (approximately the 36th 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.