

Domicilia Inc

Executive Director / CEO

EIN 042665097

MA · NTEE P73Z

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Todd Kates, Executive Director / CEO** (\$20,085) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

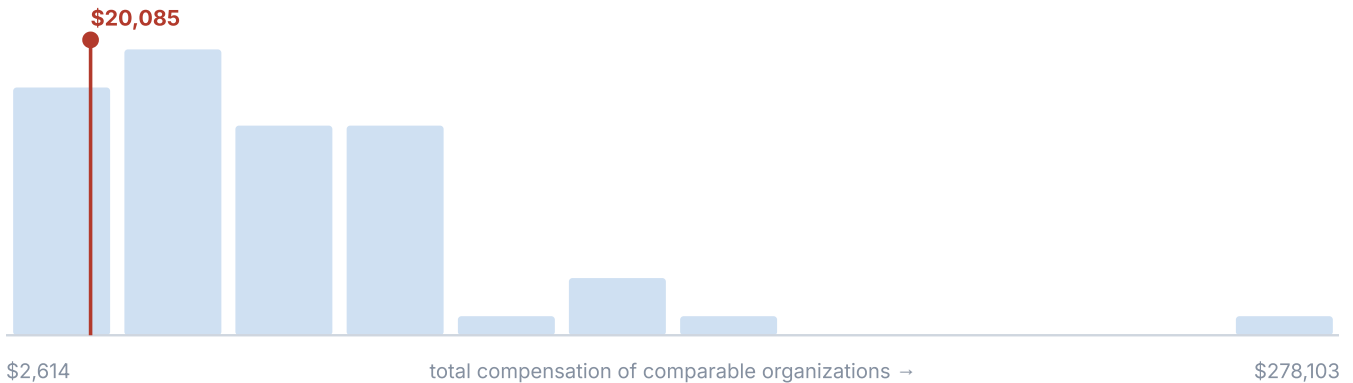
Benchmarked executive: Todd Kates — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P73Z).
BUDGET	Total revenue between \$248,471 and \$556,279 — 0.67x to 1.50x the subject's \$370,853 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,839	\$29,739	\$48,069	\$74,189	\$94,230	\$20,085
----------	----------	----------	----------	----------	-----------------



■ 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 MA 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
Women In Community Services Inc	NE	\$372,779	Executive Di	\$32,659	\$39,090	2024
Tasks Unlimited Lodges	MN	\$376,585	Executive Director	\$11,470	\$12,612	2024
Prince Marks Place	PA	\$377,724	Ceo	\$49,000	\$54,377	2024
Family Choices Inc	GA	\$382,800	Executive Director	\$27,000	\$31,104	2023
Progressive Housing Of Putnam County	FL	\$383,551	Executive Director	\$13,641	\$13,892	2025
Helpers Community Inc	CA	\$353,675	Executive Dir.	\$154,259	\$152,609	2023
Angel Safe Haven Inc	FL	\$390,823	President	\$13,832	\$14,460	2024
Community Alliance Residential Services	NE	\$392,537	President & Ceo	\$38,477	\$46,053	2024
St Patrick Homes Inc	MD	\$347,594	Executive Director	\$122,291	\$127,230	2024
Hogar Forjadores De Esperanza Inc	PR	\$346,552	Executive Director	\$31,200	\$31,200	2024
Hershey Housing	WA	\$400,527	Director/emp	\$81,803	\$81,502	2024
The Marc Foundation	AZ	\$327,536	Ceo	\$47,886	\$51,249	2024
Help - Six Chimneys Inc	OH	\$415,559	President/ceo	\$38,166	\$44,984	2024
Sarahs House	CA	\$325,954	Executive Director	\$73,560	\$70,686	2024
Wfeh Incorporated	NC	\$308,369	President	\$15,432	\$17,744	2024
Arbor Court Inc	CA	\$307,715	President	\$37,687	\$37,284	2023
The Philomena House Corp	MN	\$434,903	Director	\$46,686	\$51,336	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Your Child's Place Inc	PA	\$435,070	Sr. Vp Of Finance	\$5,233	\$5,807	2024
Parkview Adult Foster Care Home Inc	MI	\$440,921	Administrato	\$34,492	\$40,789	2023
Radnor A Better Chance Inc	PA	\$300,311	Executive Director	\$41,779	\$46,364	2024
Safe Haven In York Pa Inc	PA	\$447,555	Chairman	\$62,988	\$71,965	2023
Jawonio Residential Opportunities li Inc	NY	\$293,969	Chief Executive Officer	\$72,553	\$72,958	2024
Duval Association For Residential Care	FL	\$293,710	Executive Director	\$2,500	\$2,614	2024
Barton County Youth Care Inc	KS	\$452,094	Executive Director	\$56,069	\$65,670	2025
A Seat At The Table	MO	\$287,838	Executive Director/board Director	\$44,792	\$52,794	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 56 organizations. Compensation range \$2,614–\$278,103; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$370,853); for reference, expenses \$369,580 and assets \$663,452.

ROLE MATCH Todd Kates, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 18 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	73 rd

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 (Todd Kates) 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 56 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,085 is reasonable (approximately the 21st 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.