

The Home Program Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Donna Calado, Executive Director / CEO** (\$65,579) against **every comparable organization** that fit the selection criteria — **211** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

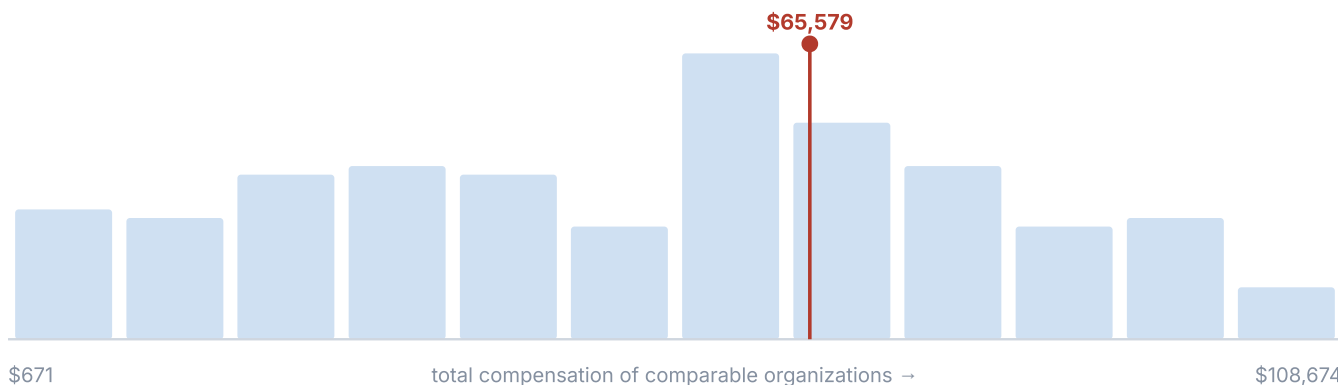
Benchmarked executive: Donna Calado — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$153,165 and \$342,907 — 0.67x to 1.50x the subject's \$228,605 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

211 organizations qualified on sector, size, and geography → **211** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,942	\$30,985	\$55,919	\$72,575	\$89,607	\$65,579
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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 NY 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
Yokyworks Foundation	WA	\$227,334	Secretary	\$11,925	\$12,164	2023
American Therapeutic Riding Center	OK	\$225,730	Executive Director	\$62,400	\$78,285	2023
Specialized Equine Services And	IL	\$225,579	Executive Director	\$21,700	\$24,306	2023
Life Has No Boundaries Co	IN	\$225,462	Executive Director	\$60,000	\$72,090	2023
Autism Health Insurance Project Inc	CA	\$225,306	President/program Director	\$91,250	\$89,773	2023
Asi - Stillwater Inc	MN	\$224,910	President/tr	\$68,006	\$72,447	2025
Girls Incorporated Foundation Trust	NY	\$224,516	Executive Di	\$16,316	\$16,316	2024
Pawsitive Perspectives	MN	\$224,142	Exec. Dir/se	\$73,399	\$78,193	2025
Friends With Disabilities	MI	\$233,467	President	\$29,520	\$33,719	2024
After Military Service	TX	\$223,677	Founder, President And Ceo	\$48,000	\$54,706	2023
Northern California Peoples Advocate	CA	\$223,661	President	\$66,000	\$64,932	2023
The Penguin Project Foundation Inc	IL	\$233,841	Ceo	\$33,500	\$35,507	2025
Sli Mclaughlin House Inc	MA	\$223,334	President	\$30,225	\$29,283	2025
Farm To Fork	CA	\$233,962	Esterline	\$33,001	\$31,536	2024
A Place To Belong	MN	\$223,096	Executive Director	\$52,660	\$59,284	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cook Inclusive Company	CO	\$222,735	Founder/executive Director	\$39,385	\$43,027	2023
Wisconsibs Inc	WI	\$222,412	Former Ed	\$73,478	\$84,922	2024
Greek Orthodox Housing Corporation	CA	\$222,266	Chief Executive Officer	\$1,500	\$1,433	2024
Launch Uganda	OR	\$234,976	President	\$37,921	\$38,971	2024
Honoring Our Veterans	WY	\$235,094	Executive Director	\$50,003	\$59,255	2024
Assumption Community Services Inc	MN	\$235,205	Director Of Finance (Jan-nov)	\$27,512	\$30,973	2023
Jeremiah's Crossing Inc	WI	\$221,533	Exec. Dir./s	\$2,250	\$2,677	2023
Bethany Place Inc	GA	\$221,413	President	\$24,000	\$26,705	2024
Journey To Adult Success Inc	WI	\$221,178	Executive Di	\$48,050	\$55,534	2024
The No Woman No Girl Initiative	NC	\$220,833	Executive Di	\$49,000	\$57,684	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 211 organizations. Compensation range \$671–\$108,674; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$228,605); for reference, expenses \$215,945 and assets \$150,005.

ROLE MATCH Donna Calado, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	65 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	56 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 (Donna Calado) 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 211 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,579 is reasonable (approximately the 65th 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.