

# United Church Home Society Inc

Executive Director / CEO

EIN 161157086

NY · NTEE P73Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Wendy L Backman, Executive Director / CEO** (\$89,466) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Wendy L Backman — 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 (P73Z).

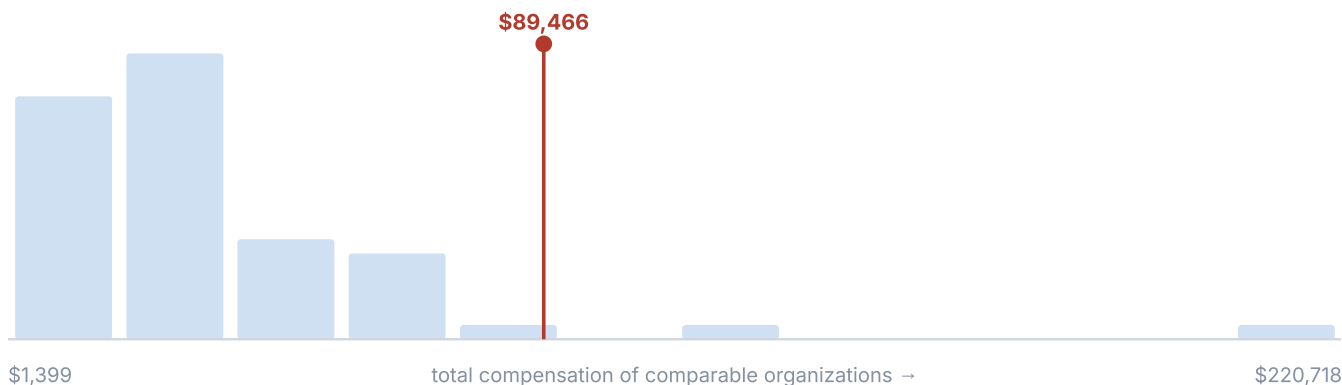
**BUDGET** Total revenue between \$141,645 and \$317,116 — 0.67x to 1.50x the subject's \$211,411 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

**53** organizations qualified on sector, size, and geography

→ **53** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,836	\$15,156	\$24,707	\$44,735	\$63,024	\$89,466
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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
<a href="#">Forest Acres Inc</a>	IA	\$211,203	Top Management Official	\$19,545	<b>\$24,382</b>	2023
<a href="#">Amoskeag Residences Inc</a>	NH	\$211,636	Board Member/ceo	\$24,023	<b>\$24,548</b>	2024
<a href="#">North Willows Inc</a>	MS	\$212,441	Secretary/exec Director	\$19,696	<b>\$24,276</b>	2024
<a href="#">Attention Home Inc</a>	FL	\$215,483	President	\$75,000	<b>\$77,971</b>	2024
<a href="#">Life Concepts Group Home li Inc</a>	FL	\$215,823	Chief Executive Officer	\$24,427	<b>\$26,145</b>	2023
<a href="#">Sioux Residential Services Inc</a>	SD	\$217,138	Lifescape Ceo	\$41,730	<b>\$49,652</b>	2025
<a href="#">Valor Apartment Associates</a>	WA	\$201,656	President And Ceo	\$24,457	<b>\$24,947</b>	2023
<a href="#">Ruths Way Inc</a>	PA	\$201,399	Executive Director	\$50,719	<b>\$55,973</b>	2024
<a href="#">Mill River Community Housing Corporation</a>	RI	\$201,240	President	\$52,490	<b>\$57,344</b>	2023
<a href="#">Kings Ranch Of Jonesboro Inc</a>	AR	\$200,699	Vice-president	\$1,125	<b>\$1,399</b>	2024
<a href="#">Fayette Hills Unity Inc</a>	WV	\$222,161	President	\$53,483	<b>\$64,084</b>	2024
<a href="#">Mental Health Programs Inc lx</a>	MA	\$199,525	President	\$12,032	<b>\$11,657</b>	2025
<a href="#">Renewed Treasures Ministries</a>	MO	\$224,288	President	\$24,000	<b>\$28,131</b>	2024
<a href="#">Boys And Girls Home Of Nebraska Inc</a>	IA	\$198,253	President/ceo	\$7,742	<b>\$9,381</b>	2024
<a href="#">Fairhaven Ministry Of Faith Hope &amp; Love</a>	LA	\$224,626	Director	\$19,800	<b>\$24,128</b>	2024
<a href="#">Digs Inc</a>	GA	\$196,504	Executive Director	\$3,000	<b>\$3,437</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">United Cerebral Palsy Group Homes Inc</a>	FL	\$228,719	President & Ceo	\$30,973	<b>\$32,200</b>	2024
<a href="#">Ashland County Residential Services</a>	OH	\$229,128	Operations M	\$7,589	<b>\$9,158</b>	2023
<a href="#">Rise Corp</a>	OK	\$189,784	Executive Di	\$53,125	<b>\$66,649</b>	2023
<a href="#">North Square Gateway Terrace Inc</a>	CT	\$236,137	President	\$13,943	<b>\$14,467</b>	2024
<a href="#">Kennedy Institute Housing Corporation</a>	DC	\$185,873	President And Ceo	\$14,495	<b>\$14,076</b>	2024
<a href="#">Project Hope Inc</a>	WI	\$236,994	Personal Care Worker	\$18,145	<b>\$22,476</b>	2022
<a href="#">Confac Group Homes Inc</a>	NY	\$183,704	President & Coo	\$23,348	<b>\$24,038</b>	2023
<a href="#">Welcome Home Housing Inc</a>	CA	\$242,300	Executive Dir.	\$43,833	<b>\$43,124</b>	2023
<a href="#">Family Guidance Center Transitional Housing Corporation</a>	MO	\$174,338	Co-ceo	\$50,151	<b>\$58,783</b>	2024

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 53 organizations. Compensation range \$1,399–\$220,718; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$211,411); for reference, expenses \$254,807 and assets \$1,272,879.

ROLE MATCH	Wendy L Backman, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	35 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	32 <sup>nd</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 (Wendy L Backman) 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 53 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,466 is reasonable (approximately the 96<sup>th</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.