

St Patrick Homes Inc

Executive Director / CEO

EIN 201956764
 MD · NTEE P73
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Divina Garay, Executive Director / CEO** (\$122,291) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

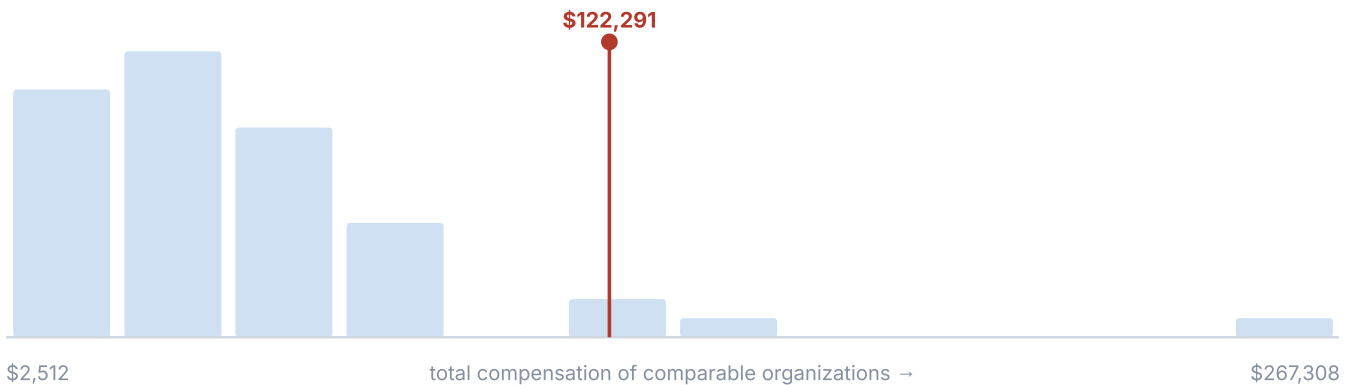
Benchmarked executive: Divina Garay — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P73).
BUDGET	Total revenue between \$232,887 and \$521,391 — 0.67x to 1.50x the subject's \$347,594 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,333	\$23,881	\$43,238	\$63,121	\$84,607	\$122,291
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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
Hogar Forjadores De Esperanza Inc	PR	\$346,552	Executive Director	\$31,200	\$31,200	2024
Helpers Community Inc	CA	\$353,675	Executive Dir.	\$154,259	\$146,685	2023
The Marc Foundation	AZ	\$327,536	Ceo	\$47,886	\$49,260	2024
Sarahs House	CA	\$325,954	Executive Director	\$73,560	\$67,942	2024
Domicilia Inc	MA	\$370,853	Ceo	\$20,085	\$19,305	2024
Women In Community Services Inc	NE	\$372,779	Executive Di	\$32,659	\$37,572	2024
Tasks Unlimited Lodges	MN	\$376,585	Executive Director	\$11,470	\$12,123	2024
Prince Marks Place	PA	\$377,724	Ceo	\$49,000	\$52,267	2024
Family Choices Inc	GA	\$382,800	Executive Director	\$27,000	\$29,897	2023
Progressive Housing Of Putnam County	FL	\$383,551	Executive Director	\$13,641	\$13,353	2025
Wfeh Incorporated	NC	\$308,369	President	\$15,432	\$17,056	2024
Arbor Court Inc	CA	\$307,715	President	\$37,687	\$35,837	2023
Angel Safe Haven Inc	FL	\$390,823	President	\$13,832	\$13,899	2024
Community Alliance Residential Services	NE	\$392,537	President & Ceo	\$38,477	\$44,266	2024
Radnor A Better Chance Inc	PA	\$300,311	Executive Director	\$41,779	\$44,564	2024
Hershey Housing	WA	\$400,527	Director/emp	\$81,803	\$78,338	2024
Jawonio Residential Opportunities II Inc	NY	\$293,969	Chief Executive Officer	\$72,553	\$70,126	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Duval Association For Residential Care	FL	\$293,710	Executive Director	\$2,500	\$2,512	2024
A Seat At The Table	MO	\$287,838	Executive Director/board Director	\$44,792	\$50,745	2024
Help - Six Chimneys Inc	OH	\$415,559	President/ceo	\$38,166	\$43,238	2024
The Philomena House Corp	MN	\$434,903	Director	\$46,686	\$49,343	2024
Your Child's Place Inc	PA	\$435,070	Sr. Vp Of Finance	\$5,233	\$5,582	2024
Help Housing For The Disabled Inc	OH	\$258,792	President/ceo	\$38,166	\$43,238	2024
Hilo Arc Housing Corporation No 1	HI	\$258,592	President And Ceo	\$7,224	\$7,122	2023
Transitional Housing Inc	IL	\$256,265	Chief Executive Officer	\$29,764	\$32,223	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 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	49 organizations. Compensation range \$2,512–\$267,308; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$347,594); for reference, expenses \$416,989 and assets \$534,262.
ROLE MATCH	Divina Garay, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	59 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 (Divina Garay) 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 49 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$122,291 is reasonable (approximately the 94th 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.