

# Homes Of Care I Inc

Executive Director / CEO

EIN 202176751

MA · NTEE P73

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Thomas M Connors, Executive Director / CEO** (\$24,869) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Thomas M Connors — reported title “PRESIDENT & CEO/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).

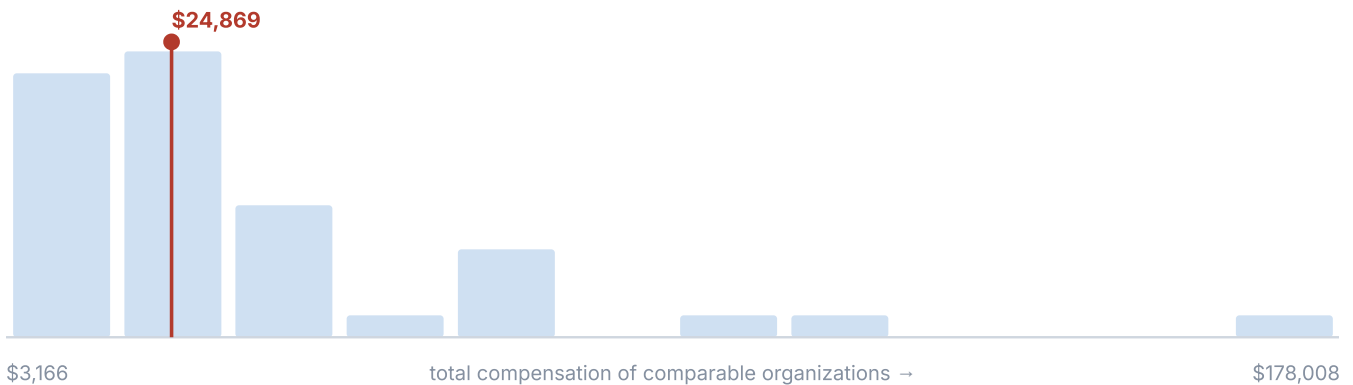
**BUDGET** Total revenue between \$57,831 and \$129,474 — 0.67x to 1.50x the subject's \$86,316 (the band tightens as size grows).

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

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

→ **39** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,385	\$14,531	\$26,291	\$40,958	\$73,182	\$24,869
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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 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
<a href="#">Cedar Lake - Monticello Parke Inc</a>	KY	\$83,246	President & Ceo (See Sch O)	\$11,133	<b>\$13,310</b>	2024
<a href="#">Monmouth Ucp Housing Inc</a>	NJ	\$81,395	Executive Director	\$41,676	<b>\$41,408</b>	2024
<a href="#">Sergent's Way Inc</a>	MD	\$91,889	Ceo	\$7,826	<b>\$8,142</b>	2024
<a href="#">Creative Housing Inc Iv</a>	OH	\$78,822	President	\$9,011	<b>\$10,621</b>	2024
<a href="#">Independent Living Horizons Seven Inc</a>	GA	\$94,031	President/ceo	\$21,151	<b>\$24,366</b>	2023
<a href="#">Vine Village Inc</a>	CA	\$94,254	President/exec.director	\$107,080	<b>\$102,896</b>	2024
<a href="#">Everyday Living</a>	PA	\$78,100	It Director	\$7,611	<b>\$8,446</b>	2024
<a href="#">Independent Living Apartments Of Ulster</a>	NY	\$77,787	Ceo (Thru 6/24)	\$110,029	<b>\$110,643</b>	2024
<a href="#">Associated Residential Centers Inc</a>	NY	\$95,654	Ceo	\$32,798	<b>\$32,981</b>	2024
<a href="#">Four Rivers Fuller Apartments</a>	KY	\$76,318	President	\$56,355	<b>\$69,368</b>	2023
<a href="#">Bluegrass Steeplechase Estates Inc</a>	KY	\$96,937	Cfo (Through 12/31/24)	\$47,900	<b>\$55,792</b>	2025
<a href="#">Maple Claremont Inc</a>	NY	\$96,964	Secretary/tr	\$34,263	<b>\$35,472</b>	2023
<a href="#">Mercy Outreach Ministries Ii Inc</a>	OH	\$97,021	Ceo/president	\$15,476	<b>\$18,241</b>	2024
<a href="#">Melon I Corporation</a>	PA	\$98,276	Director Of Construction	\$13,787	<b>\$15,752</b>	2023
<a href="#">Alternatives Homes 2005 Inc</a>	NJ	\$99,626	Chairperson, Trustee	\$22,000	<b>\$21,859</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Trempealeau County Homes Inc</a>	WI	\$71,490	President	\$25,912	<b>\$30,115</b>	2024
<a href="#">Creative Housing.li Beechwood Inc</a>	OH	\$70,035	President	\$9,011	<b>\$10,621</b>	2024
<a href="#">Creative Housing.l Bretton Woods</a>	OH	\$69,250	President	\$8,713	<b>\$10,572</b>	2023
<a href="#">Algonquin-casino Management Inc</a>	MA	\$103,412	President	\$3,075	<b>\$3,166</b>	2023
<a href="#">Life Concepts Group Home I Inc</a>	FL	\$103,881	Chief Executive Officer	\$24,427	<b>\$26,291</b>	2023
<a href="#">Starkey Housing Inc</a>	KS	\$106,182	Ceo	\$23,310	<b>\$28,852</b>	2023
<a href="#">Independence House</a>	VA	\$66,389	Executive Director	\$15,818	<b>\$16,996</b>	2024
<a href="#">Vesta Severn Inc</a>	MD	\$66,228	President	\$21,417	<b>\$22,282</b>	2024
<a href="#">Floyd Kress Inc</a>	MD	\$65,705	President	\$20,272	<b>\$21,714</b>	2023
<a href="#">Passavant Memorial Homes Housing</a>	PA	\$63,242	Ceo & President	\$36,502	<b>\$40,508</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **39** organizations. Compensation range \$3,166–\$178,008; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$86,316); for reference, expenses \$60,590 and assets \$742,995.

<b>ROLE MATCH</b>	Thomas M Connors, reported title <i>"PRESIDENT &amp; CEO/DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	62 <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 (Thomas M Connors) 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 39 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,869 is reasonable (approximately the 46<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.