

# Partners In Home Care Inc

Executive Director / CEO

EIN 222703453

NJ · NTEE P440

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Linda Graf, Executive Director / CEO** (\$109,790) against **every comparable organization** that fit the selection criteria — **918** 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:** Linda Graf — reported title “ACCOUNT EXECUTIVE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

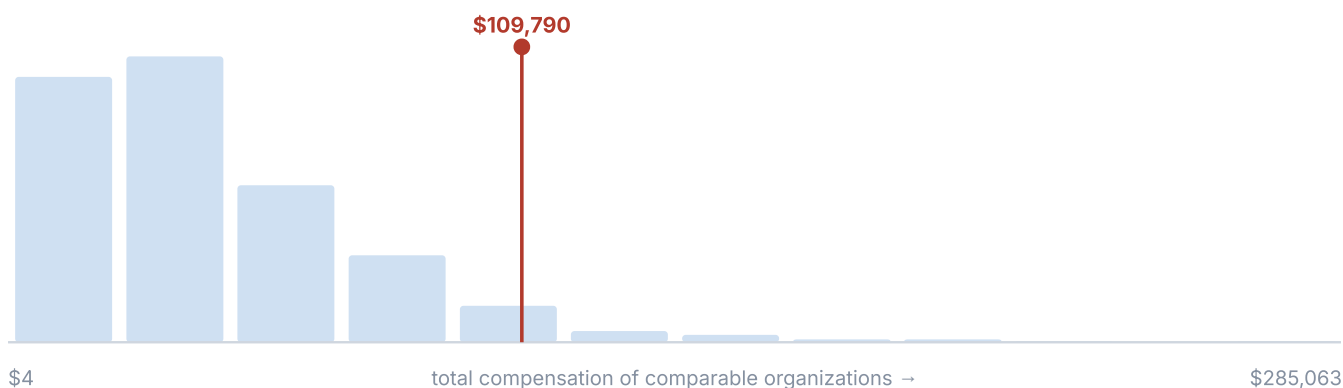
**SECTOR** Organizations sharing the subject's NTEE classification (P440).

**BUDGET** Total revenue between \$85,052 and \$190,416 — 0.67x to 1.50x the subject's \$126,944 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**918** organizations qualified on sector, size, and geography → **918** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,040	\$19,053	\$36,050	\$58,129	\$83,654	<b>\$109,790</b>
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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 NJ 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="#">Institutes For Human Being Inc</a>	MS	\$127,092	Director	\$89,000	<b>\$111,021</b>	2024
<a href="#">Conaxion Inc</a>	CA	\$126,782	President	\$23,500	<b>\$23,399</b>	2023
<a href="#">Caroline's Promise</a>	NC	\$126,765	Executive Director	\$24,000	<b>\$28,595</b>	2023
<a href="#">Thistle Hills Inc</a>	PA	\$127,161	Executive Director	\$55,000	<b>\$61,431</b>	2024
<a href="#">Leadercare Inc</a>	CO	\$127,188	President	\$41,000	<b>\$44,033</b>	2024
<a href="#">Restoration Ministriesinc</a>	IL	\$127,239	President	\$72,164	<b>\$79,461</b>	2024
<a href="#">Marshall County Senior Citizens Corp</a>	TN	\$127,301	Executive Director	\$44,136	<b>\$51,961</b>	2024
<a href="#">Indiana Members Foundation Inc</a>	IN	\$126,407	Vice President	\$48,058	<b>\$56,763</b>	2024
<a href="#">Gapp Services Inc</a>	MN	\$126,377	President	\$59,500	<b>\$65,849</b>	2024
<a href="#">Ventura County Central Service Office Inc</a>	CA	\$126,080	Office Manager	\$68,007	<b>\$70,491</b>	2022
<a href="#">The Pat Green Foundation</a>	TX	\$127,906	Executive Director	\$67,650	<b>\$78,032</b>	2023
<a href="#">Pregnancy Crisis Center Inc</a>	FL	\$127,930	Executive Director	\$68,042	<b>\$73,707</b>	2023
<a href="#">Spring Research Innovation Network Group</a>	CA	\$127,975	Executive Director	\$23,868	<b>\$23,766</b>	2023
<a href="#">At Risk Children Foundation Inc</a>	FL	\$128,000	Field Officer Sup	\$7,000	<b>\$7,583</b>	2023
<a href="#">Careyes Foundation</a>	CA	\$128,003	Director	\$16,000	<b>\$15,932</b>	2023
<a href="#">Exponential Destiny</a>	WY	\$125,828	Director	\$8,750	<b>\$10,494</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Three Rivers Respite</a>	SC	\$128,093	Director	\$15,000	<b>\$17,527</b>	2024
<a href="#">Christ's Outreach For The Blind Inc</a>	MI	\$125,792	President	\$27,420	<b>\$32,635</b>	2023
<a href="#">Hoseas House Inc</a>	KY	\$125,746	Director	\$43,942	<b>\$54,438</b>	2023
<a href="#">Faithbuilders Inc</a>	KS	\$128,260	Executive Di	\$36,000	<b>\$43,560</b>	2024
<a href="#">Latinos Norristown Pa</a>	PA	\$125,533	Program Coordinator	\$4,400	<b>\$5,267</b>	2022
<a href="#">Team Guts Inc</a>	MI	\$128,413	President	\$50,000	<b>\$59,510</b>	2023
<a href="#">East Bay Housing Options Inc</a>	RI	\$128,443	Executive Director	\$16,653	<b>\$18,413</b>	2023
<a href="#">Fueling Embers Youth Ministry</a>	MO	\$128,445	President	\$35,120	<b>\$41,662</b>	2024
<a href="#">Greenmount Senior Center Inc</a>	MD	\$128,472	Officer	\$42,000	<b>\$42,845</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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** 918 organizations. Compensation range \$4–\$285,063; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$126,944); for reference, expenses \$540,476 and assets \$3,533,142. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Linda Graf, reported title "ACCOUNT EXECUTIVE", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 221 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 30 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)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	74 <sup>th</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 (Linda Graf) 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 918 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$109,790 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.