

This analysis benchmarks the total compensation of **Donald Boyd, Executive Director / CEO** (\$47,817) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: Donald Boyd — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E92Z).

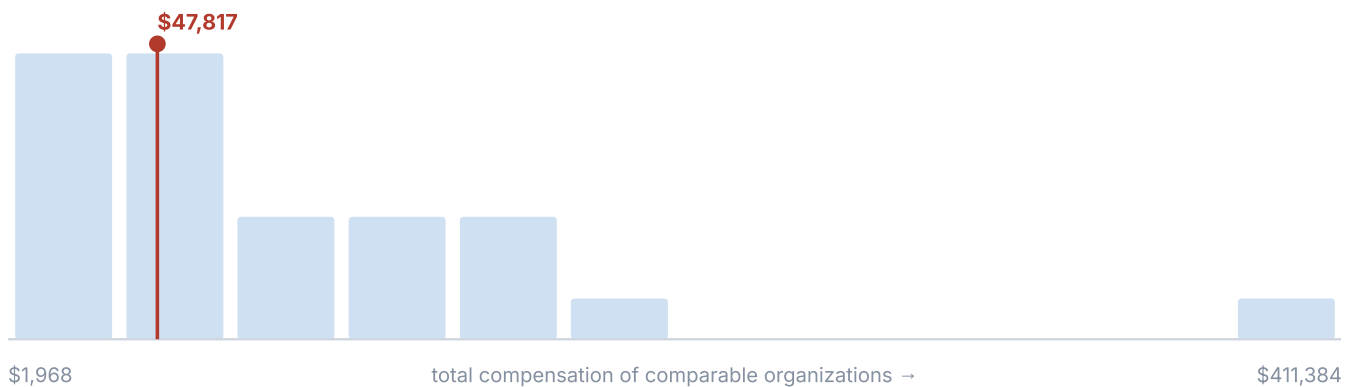
BUDGET Total revenue between \$245,209 and \$548,977 — 0.67x to 1.50x the subject's \$365,985 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E92), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography

→ 25 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,115	\$29,819	\$69,484	\$126,056	\$157,645	\$47,817
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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
Jeffhome Pa-nj Llc	NJ	\$344,196	President	\$22,261	\$21,995	2024
Camden Area District Nursing Association	ME	\$340,798	Nursing Mang.	\$85,864	\$95,149	2024
Vermont Assembly Of Home Health And	VT	\$394,213	Executive Dir.	\$173,716	\$193,497	2024
North Central Wisconsin Ahec Inc	WI	\$401,955	Executive Director	\$105,940	\$126,056	2023
Faith And Care Home Health Agency Inc	TX	\$321,022	Muse	\$96,000	\$109,411	2023
Home Care Plus	NE	\$415,152	President	\$32,017	\$38,109	2024
Jaisohn Home Health Care Inc	PA	\$415,585	Executive Director	\$134,174	\$148,073	2024
The Loving Care Hospice Inc	OH	\$315,102	Chief Executive Officer	\$59,881	\$70,187	2024
Paynesville Area Living At Home Block Nurse Program	MN	\$313,668	Program & Marketing Director	\$49,808	\$53,061	2025
Asbury Communities Hcbs Inc	MD	\$313,389	Executive Director	\$1,902	\$1,968	2024
Empath Home Health Division Inc	FL	\$309,635	President/ceo	\$48,894	\$50,831	2024
Ohio State Health Inc	OH	\$427,170	President	\$110,927	\$130,019	2024
Lake Sunapee Region Visiting Nurse	NH	\$294,478	President & Ceo	\$29,182	\$29,819	2024
Ahr Home Care Services Inc	NY	\$287,720	Ceo, Nysarc Inc., Nyc Chap	\$42,201	\$43,448	2023
Morning Light Foundation Inc	GA	\$285,245	Administrator	\$139,300	\$155,002	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Edison Biotechnology Center Inc	OH	\$452,441	President & Ceo	\$340,907	\$411,384	2023
Southeast Seniors A Living At Homeblock Nurse Program	MN	\$260,194	Executive Director	\$69,225	\$75,697	2024
Bafflink Home Health Services	CO	\$472,444	Care Giver	\$19,345	\$20,528	2024
Drive A Senior Central Texas	TX	\$479,238	Executive Dir.	\$62,768	\$69,484	2024
New Horizons Caregivers Group	CA	\$479,511	Executive Dir.	\$23,423	\$22,383	2024
Prime Care Inc	NJ	\$250,859	Executive Director	\$37,983	\$37,530	2024
Iron County Home Health Agency	UT	\$482,067	Managing Employee	\$73,174	\$85,327	2023
Flagler Home Care Llc	FL	\$507,950	President/ceo	\$27,637	\$29,580	2023
Aging At Home Inc	MO	\$509,682	Director	\$136,000	\$159,407	2024
Heritage At Home Inc	MI	\$525,105	Ceo	\$4,276	\$5,028	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 25 organizations. Compensation range \$1,968–\$411,384; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$365,985); for reference, expenses \$596 and assets \$4,129,858. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Donald Boyd, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	40 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	96 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 (Donald Boyd) 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 25 similarly situated organizations (Same NTEE sector (E92), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,817 is reasonable (approximately the 40th 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.