

# Sunset House Inc

Executive Director / CEO

EIN 223070946

NY · NTEE P74Z

FY ending 2024-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Andrea Calloway, Executive Director / CEO** (\$61,940) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39<sup>th</sup>** percentile of comparable organizations within the typical range

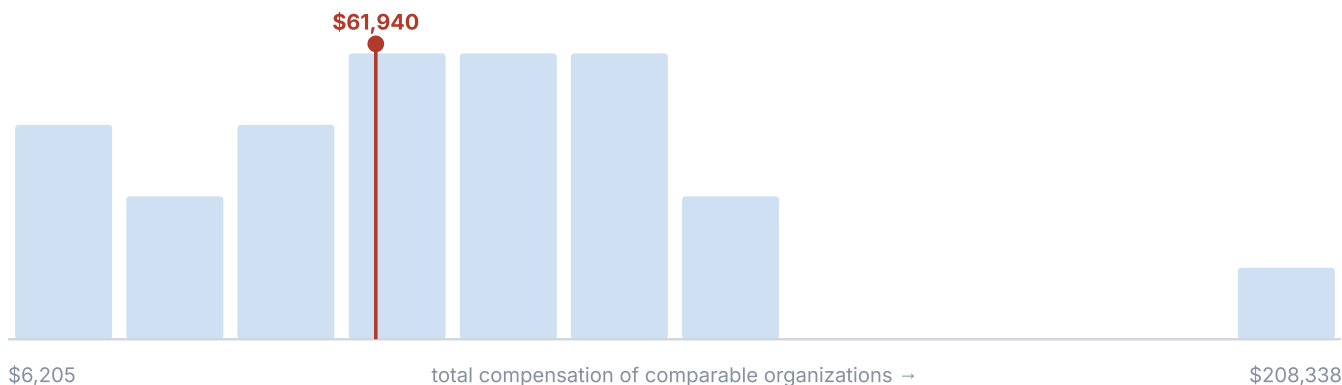
**Benchmarked executive:** Andrea Calloway — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P74Z).
BUDGET	Total revenue between \$241,329 and \$540,291 — 0.67x to 1.50x the subject's \$360,194 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P74), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,921	\$48,136	\$71,955	\$96,536	\$107,082	\$61,940
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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="#">Kokua Mau Inc</a>	HI	\$364,025	Executive Director	\$109,588	<b>\$108,579</b>	2024
<a href="#">Rva Hospice Llc</a>	VA	\$355,205	Ceo	\$84,503	<b>\$92,960</b>	2023
<a href="#">Hospice House Inc</a>	NY	\$343,758	Director Of Operations	\$49,657	<b>\$49,657</b>	2024
<a href="#">Mother Teresa House For The Care Of</a>	MI	\$342,506	President	\$67,895	<b>\$77,553</b>	2024
<a href="#">Louisiana-mississippi Hospice And</a>	LA	\$342,276	Executive Direc	\$82,154	<b>\$100,111</b>	2024
<a href="#">Sunflower House Inc</a>	DC	\$336,813	President/executive Director	\$48,000	<b>\$46,614</b>	2024
<a href="#">Oregon Hospice And Palliative Care</a>	OR	\$393,761	Ceo	\$202,723	<b>\$208,338</b>	2024
<a href="#">Gateway House Of Peace Inc</a>	NY	\$400,366	Executive Director	\$58,931	<b>\$58,931</b>	2024
<a href="#">Tidelands Community Hospice Foundation</a>	SC	\$402,719	Ceo	\$5,375	<b>\$6,205</b>	2024
<a href="#">Newaygo County Compassion Home Inc</a>	MI	\$312,927	Executive Di	\$88,505	<b>\$101,095</b>	2024
<a href="#">Sunshine Haven Inc</a>	TX	\$410,218	Director	\$56,420	<b>\$66,938</b>	2022
<a href="#">Gateway Home - Comfort Care Inc</a>	NY	\$307,892	Executive Di	\$56,394	<b>\$56,394</b>	2024
<a href="#">Aurora House Foundation</a>	TX	\$420,944	Executive Dir.	\$65,000	<b>\$71,955</b>	2024
<a href="#">Beloved Foundation</a>	CA	\$432,242	Executive Dir.	\$31,250	<b>\$30,744</b>	2023
<a href="#">Hospice Support Foundation</a>	MN	\$437,358	President, Director	\$6,000	<b>\$6,561</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Northwoods Partners</a>	MN	\$276,642	Excecutive Director	\$91,674	<b>\$100,245</b>	2024
<a href="#">Hospice House Of Greenville</a>	SC	\$274,249	Executive Di	\$25,100	<b>\$28,978</b>	2024
<a href="#">Shepherd Home Inc</a>	NY	\$452,438	Executive Director	\$64,513	<b>\$64,513</b>	2024
<a href="#">Care Partners Of Cook County</a>	MN	\$264,623	Executive Director	\$65,508	<b>\$73,749</b>	2023
<a href="#">Project 4031 Inc</a>	TX	\$476,252	Executive Dir.	\$70,000	<b>\$77,490</b>	2024
<a href="#">Corning Comfort Care Inc</a>	NY	\$514,529	Executive Dir.	\$74,409	<b>\$74,409</b>	2024
<a href="#">Hospice Of St Marys Inc</a>	MD	\$514,966	Director	\$17,750	<b>\$18,907</b>	2023
<a href="#">Swan Songs Musical Last Wishes</a>	TX	\$539,919	Founder And Ceo	\$100,301	<b>\$111,033</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** 23 organizations. Compensation range \$6,205–\$208,338; filing years 2022–2024.

**SIZE BASIS** Matched on total revenue (\$360,194); for reference, expenses \$237,578 and assets \$1,019,036.

**ROLE MATCH** Andrea Calloway, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 4 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	43 <sup>rd</sup>
Reportable pay only (column D), adjusted	39 <sup>th</sup>
All sources (D + E + F), adjusted	30 <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 (Andrea Calloway) 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 23 similarly situated organizations (Same NTEE sector (P74), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,940 is reasonable (approximately the 39<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.