

Advocates For Homeless And

Executive Director / CEO

EIN 275038755

PA · NTEE W12

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Karen Mineo, Executive Director / CEO** (\$35,185) against **every comparable organization** that fit the selection criteria — **393** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Karen Mineo — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

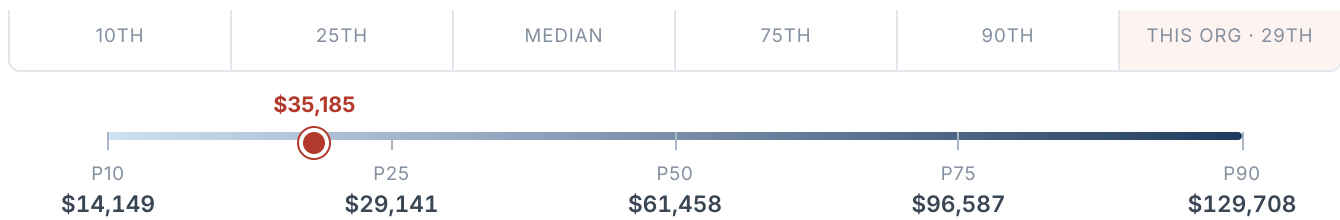
SECTOR	Organizations sharing the subject's NTEE classification (W12).
BUDGET	Total revenue between \$238,493 and \$533,940 — 0.67x to 1.50x the subject's \$355,960 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

393 organizations qualified on sector, size, and geography → **393** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,149	\$29,141	\$61,458	\$96,587	\$129,708	\$35,185
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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 PA 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
Wls Foundation	SC	\$355,853	President	\$105,000	\$106,693	2024
The Mandatum Foundation	VA	\$355,534	Lead Coach	\$14,500	\$13,636	2024
The Rendell Center For Civics And	PA	\$356,748	Executive Director	\$105,278	\$105,278	2023
The Davis Phoenix Coalition	CA	\$354,895	Executive Director	\$20,192	\$16,983	2024
American Council For Capital Formation	DC	\$357,500	President & Director	\$34,094	\$29,141	2024
The Transparency Foundation	CA	\$354,319	Ceo	\$110,000	\$95,249	2023
The John K Maciver Institute For	WI	\$354,175	President	\$187,137	\$195,981	2023
Leroy O Buck Post No 7863 Vfw Inc	PA	\$354,076	Employee	\$46,717	\$44,207	2025
Mckinney-montgomery Post 141	OK	\$358,425	Finance Officer	\$24,788	\$26,586	2024
Northwest Ottawa Recreation Authority	MI	\$352,532	Nora Director	\$53,734	\$52,628	2025
Revive Community Health Center	MI	\$352,240	Ceo	\$77,787	\$78,202	2024
Georgia Hi-lo Trail Inc	GA	\$359,926	President	\$21,426	\$20,983	2024
100reporters	DC	\$351,207	President	\$129,165	\$113,661	2023
One Love Animal Rescue Inc	GA	\$360,867	Ceo	\$16,500	\$16,160	2024
Act To Change	OR	\$350,850	Executive Director	\$120,000	\$108,542	2024
Leadership Birmingham Inc	AL	\$361,810	Executive Director	\$112,500	\$121,875	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Working Dogs For Vets	TN	\$349,383	President	\$32,513	\$32,429	2025
American Fork Irrigation Co	UT	\$349,138	President And Watermaster	\$96,007	\$98,534	2023
Visit Washington	WA	\$362,902	Executive Director	\$10,653	\$9,289	2024
Sinking Spring Veterans Home Association	PA	\$362,972	Treasurer	\$24,850	\$24,850	2023
Idaho Veterans Network Corporation	ID	\$347,789	Director	\$14,400	\$14,535	2025
Rhode Island Saltwater Anglers Association	RI	\$364,784	Executive Director	\$46,671	\$44,876	2023
Kentucky County Clerks Association	KY	\$364,818	Executive Dir.	\$51,865	\$55,877	2023
Veterans Club Inc	KY	\$365,733	Vice President	\$65,000	\$70,028	2023
Leadership Harrisburg Area	PA	\$365,948	President &	\$114,245	\$114,245	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 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 PA 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 393 organizations. Compensation range \$132–\$586,887; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$355,960); for reference, expenses \$317,493 and assets \$481,317.

ROLE MATCH Karen Mineo, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	29 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	24 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 (Karen Mineo) 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 393 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,185 is reasonable (approximately the 29th 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.