

Caring Carroll Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Michael Rodgers, Executive Director / CEO** (\$64,827) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

Benchmarked executive: Michael Rodgers — 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 (P75).
BUDGET	Total revenue between \$143,055 and \$320,274 — 0.67x to 1.50x the subject's \$213,516 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P75), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,177	\$15,415	\$32,469	\$44,221	\$60,263	\$64,827
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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 MD 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
Abilities At Crestview Inc	FL	\$219,629	President/ceo	\$38,173	\$39,491	2023
Villagesokc Inc	OK	\$221,397	Executive Di	\$15,600	\$18,917	2023
Unalaska Senior Citizens	AK	\$205,613	Program Manager	\$40,365	\$42,497	2023
Home For The Armenian Aged Inc	NJ	\$221,744	Administrator	\$33,922	\$32,396	2024
Friendship Village Foundation	IA	\$196,568	President/ce	\$358,763	\$409,342	2025
Harrison House Personal Care Home	PA	\$232,550	Executive Vp	\$41,926	\$44,721	2024
Senior Companion Program Inc	WI	\$192,267	Executive Dir.	\$47,500	\$53,061	2024
Mountlake Terrace Community Senior Center	WA	\$237,138	Executive Director	\$76,698	\$73,449	2024
Your Second Family	OH	\$177,452	Caregiver	\$27,900	\$32,541	2023
Unity Aging Services Inc	NY	\$174,480	Ceo	\$54,881	\$54,612	2023
The Slovak Garden	FL	\$169,495	President	\$12,815	\$12,877	2024
Greenfield Manor Inc	WI	\$260,032	Executive Dir.	\$9,600	\$10,724	2024
Bloomfield Hills	CA	\$158,545	Board Member/ceo/cfo	\$25,600	\$24,343	2023
All Together Network Inc	MD	\$157,615	President	\$1,600	\$1,600	2024
The Kremer Home Inc	OH	\$152,097	Executive Director(2nd)	\$12,216	\$14,248	2023
Marian Manor Apartments Inc	ND	\$279,559	Administrator	\$24,902	\$30,094	2023
Real Services Housing Inc	IN	\$300,889	President/ce	\$36,785	\$42,719	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bishop Morrow Personal Care Home	PA	\$302,813	President	\$12,000	\$12,800	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	18 organizations. Compensation range \$1,600–\$409,342; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$213,516); for reference, expenses \$155,899 and assets \$145,265.
ROLE MATCH	Michael Rodgers, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	61 st

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 (Michael Rodgers) 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 18 similarly situated organizations (Same NTEE sector (P75), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,827 is reasonable (approximately the 89th 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.