

Upstate Caring Partners Holding

Executive Director / CEO

EIN 320314724
 NY · NTEE P121
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Geno Decondo, Executive Director / CEO** (\$18,246) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

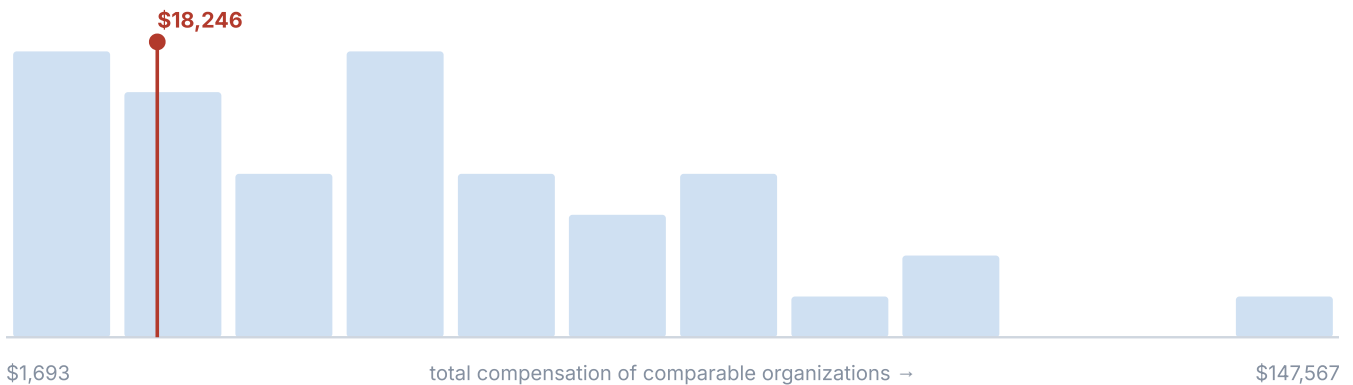
Benchmarked executive: Geno Decondo — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P121).
BUDGET	Total revenue between \$141,767 and \$317,391 — 0.67x to 1.50x the subject's \$211,594 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,150	\$19,851	\$41,240	\$66,062	\$85,791	\$18,246
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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
Our Daily Bread Christian Food Ministry Inc	NC	\$212,753	Director	\$35,000	\$46,327	2021
The Chris Hondros Fund	NY	\$214,558	President	\$68,000	\$68,000	2024
Durham Congregations In Action	NC	\$208,387	Executive Dir.	\$50,000	\$57,173	2024
United Way Of Richmond County Inc	NC	\$216,528	Executive Director	\$64,624	\$76,078	2023
Friends Of The Palapa Society Of Todos Santos Inc	CA	\$204,222	Secretary	\$7,050	\$6,737	2024
Eagles Aerie 2171 Charity Fund Inc	OH	\$203,294	Secretary	\$6,000	\$7,240	2023
Tlc Charities Foundation Inc	KS	\$221,007	Trustee	\$19,831	\$24,410	2023
Episcopal Communities Foundation	AL	\$227,771	Executive Director	\$13,829	\$16,533	2024
The Center For Family Support Foundation Inc	NY	\$227,943	Ceo Thru Jan. 2024	\$41,094	\$41,094	2024
Childrens Global Alliance	CO	\$228,096	Executive Di	\$12,000	\$12,734	2024
Lutheran Family Services Foundation Inc	NE	\$188,050	Secretary/pres & Ceo - Lfs	\$36,060	\$42,921	2024
La La Land Foundation Inc	NJ	\$240,947	Director	\$75,750	\$74,846	2024
The Angel Band Project	MO	\$241,104	Executive Director	\$64,423	\$77,742	2023
Digital Business Research Corp	NY	\$242,500	President	\$143,333	\$147,567	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Always Endure	TN	\$243,818	President/executive Director	\$60,000	\$69,795	2024
Shanti Childrens Foundation	CO	\$173,147	President And Treasurer	\$33,000	\$36,052	2023
Gp Made Foundation Inc	MO	\$251,724	Executive Director	\$34,175	\$41,240	2023
Olive Osmond Hearing Fund Inc	UT	\$251,897	Ceo	\$18,000	\$20,387	2024
Tarahumara Childrens Hospital Fund	OR	\$167,860	Executive Director	\$10,280	\$10,877	2023
Yoga Gives Back	CA	\$257,095	Executive Dir.	\$61,508	\$60,513	2023
The Brandon Tolson Foundation Inc	MD	\$258,987	Executive Dir.	\$30,000	\$31,038	2024
Symons Family Fund	CA	\$161,936	Ceo	\$21,560	\$21,211	2023
Friends Of Ruwenzori Foundation	CA	\$261,956	Executive Di	\$55,800	\$53,322	2024
Mindful Communities Fund	TX	\$263,406	Exec Dir/pres.	\$93,000	\$102,951	2024
Heels To Heal Inc	FL	\$158,329	Executive Director	\$38,400	\$39,921	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.

■ Sample, role match & sensitivity

PEER COUNT **39** organizations. Compensation range \$1,693–\$147,567; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$211,594); for reference, expenses \$162,364 and assets \$489,540.
ROLE MATCH	Geno Decondo, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 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	23 rd
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	92 nd

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 (Geno Decondo) 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 39 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,246 is reasonable (approximately the 23rd 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.