

Help - Six Chimneys Inc

Executive Director / CEO

EIN 341325526
OH · NTEE P73Z
FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Tamara Honkala, Executive Director / CEO** (\$38,166) against **every comparable organization** that fit the selection criteria — **60** 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: Tamara Honkala — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P73Z).

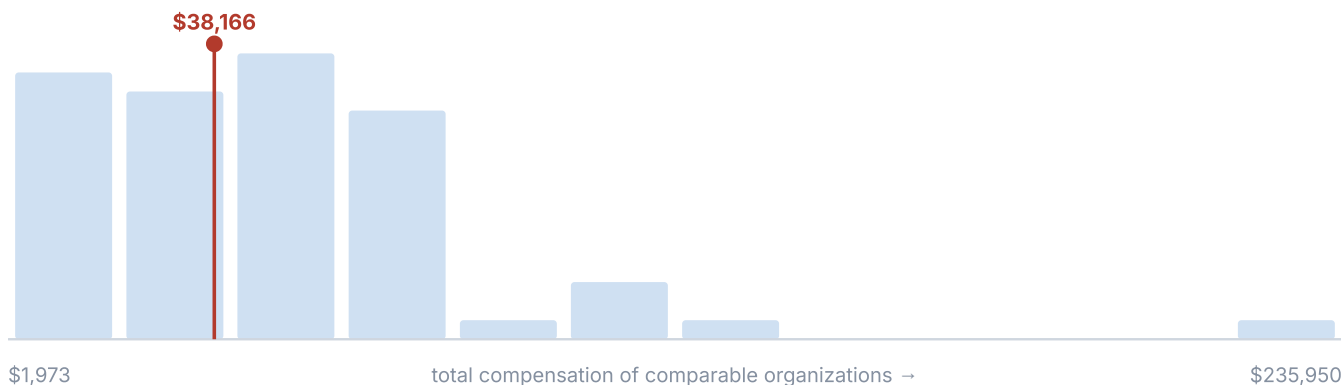
BUDGET Total revenue between \$278,424 and \$623,338 — 0.67x to 1.50x the subject's \$415,559 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography

→ **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,632	\$22,680	\$43,518	\$62,944	\$78,618	\$38,166
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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 OH 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
Hershey Housing	WA	\$400,527	Director/emp	\$81,803	\$69,148	2024
The Philomena House Corp	MN	\$434,903	Director	\$46,686	\$43,555	2024
Your Child's Place Inc	PA	\$435,070	Sr. Vp Of Finance	\$5,233	\$4,927	2024
Community Alliance Residential Services	NE	\$392,537	President & Ceo	\$38,477	\$39,073	2024
Angel Safe Haven Inc	FL	\$390,823	President	\$13,832	\$12,268	2024
Parkview Adult Foster Care Home Inc	MI	\$440,921	Administrato	\$34,492	\$34,606	2023
Safe Haven In York Pa Inc	PA	\$447,555	Chairman	\$62,988	\$61,057	2023
Progressive Housing Of Putnam County	FL	\$383,551	Executive Director	\$13,641	\$11,787	2025
Family Choices Inc	GA	\$382,800	Executive Director	\$27,000	\$26,389	2023
Barton County Youth Care Inc	KS	\$452,094	Executive Director	\$56,069	\$55,716	2025
Prince Marks Place	PA	\$377,724	Ceo	\$49,000	\$46,135	2024
Tasks Unlimited Lodges	MN	\$376,585	Executive Director	\$11,470	\$10,701	2024
Women In Community Services Inc	NE	\$372,779	Executive Di	\$32,659	\$33,165	2024
Domicilia Inc	MA	\$370,853	Ceo	\$20,085	\$17,041	2024
Brighter Future For Youth	OH	\$460,985	Executive Director	\$71,538	\$73,651	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Duncan Community Residence Inc	OK	\$468,218	Executive Director	\$11,902	\$12,740	2023
Charis Youth Center	CA	\$468,404	Executive Director	\$127,360	\$106,901	2023
Pro Youth Centers Inc	CA	\$472,036	Board Member/ceo	\$91,000	\$74,190	2024
Boys Haven Of America Inc	TX	\$473,026	Executive Director	\$56,468	\$53,331	2024
Bachman Foundation Inc	TN	\$477,386	Executive Di	\$59,114	\$57,154	2025
Helpers Community Inc	CA	\$353,675	Executive Dir.	\$154,259	\$129,478	2023
The Association For Independent Living	TX	\$479,216	Executive Director	\$78,830	\$76,649	2023
St Patrick Homes Inc	MD	\$347,594	Executive Director	\$122,291	\$107,945	2024
Community Living Opportunities li Inc	KS	\$483,561	Ceo/president	\$40,213	\$42,229	2023
Hogar Forjadores De Esperanza Inc	PR	\$346,552	Executive Director	\$31,200	\$31,200	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **60** organizations. Compensation range \$1,973–\$235,950; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$415,559); for reference, expenses \$497,830 and assets \$493,895.
ROLE MATCH	Tamara Honkala, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	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	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 (Tamara Honkala) 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 60 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,166 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.