

The Little Red House Inc

Executive Director / CEO

EIN 352119160

MI · NTEE P70

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jody Bussard, Executive Director / CEO** (\$96,000) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

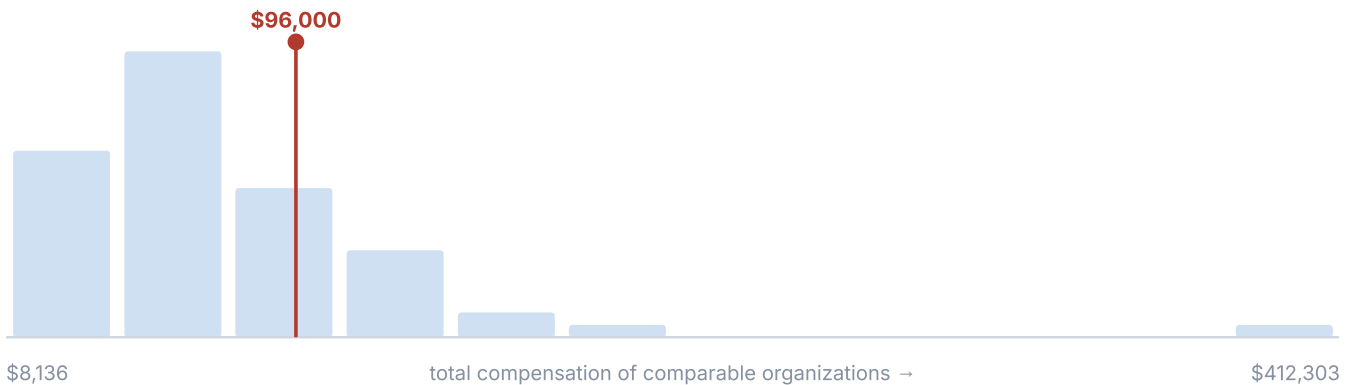
Benchmarked executive: Jody Bussard — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P70).
BUDGET	Total revenue between \$312,430 and \$699,471 — 0.67x to 1.50x the subject's \$466,314 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P70), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,955	\$43,933	\$59,541	\$90,787	\$122,100	\$96,000
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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 MI 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
Chesterfield Alternatives Inc	VA	\$470,401	Executive Director	\$126,692	\$118,514	2024
Miss Inc Of The Treasure Coast	FL	\$449,274	Executive Director	\$117,669	\$107,096	2024
Independence Farm Inc	TX	\$487,916	President	\$84,968	\$82,346	2024
Livada Orphan Care Inc	TX	\$489,427	Executive Di	\$151,018	\$146,357	2024
Agape International Inc	MA	\$499,695	Executive Director	\$140,793	\$122,576	2024
The Peace For Paul Foundation Of Oregon	UT	\$432,855	Executive Dir.	\$24,068	\$23,865	2024
Sonata Housing Inc	NH	\$504,687	Executive Director	\$131,336	\$114,463	2025
Hofmann Mraz Care Home	TX	\$427,114	President	\$47,400	\$47,294	2023
Bethel Sanitarium Inc	IN	\$507,101	Ceo	\$160,496	\$168,821	2023
Restore Innocence	CO	\$507,862	Executive Director	\$61,225	\$56,878	2024
Adaptive Alliance Inc	WI	\$424,644	Executive Director	\$58,347	\$59,036	2024
Morley Extended Day Care Inc	CT	\$421,063	Director	\$57,079	\$50,514	2025
New Day Orphanage	TX	\$419,746	President	\$28,406	\$28,342	2023
Senior Care Systems Of Colorado Inc	CO	\$415,698	Fac Manager	\$85,256	\$79,202	2024
Adult Day Care Of Martinsville & Henry County	VA	\$520,486	Executive Director	\$54,538	\$52,525	2023
Sparrow's Nest Inc	OK	\$407,433	President	\$48,000	\$51,207	2024
Riverview Adult Day Center Inc	IN	\$531,924	Ceo	\$80,000	\$81,735	2024
Blakelys Tender Care	MI	\$397,705	President	\$60,000	\$60,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Adult Day Care Inc	IL	\$536,010	Executive Director	\$64,277	\$61,222	2024
Kingdom Kids Homes	MI	\$396,203	Executive Director	\$35,000	\$36,034	2023
Southeastern Wake Adult Day Center	NC	\$541,761	Executive Di	\$54,962	\$55,020	2024
Valley Care Association	PA	\$385,991	Chief Executive Officer	\$39,302	\$39,093	2023
Winnebago County Casa	IL	\$549,950	Executive Di	\$60,649	\$57,767	2024
Grace Children's Home Company	NE	\$380,712	President/ex	\$53,396	\$55,641	2024
Caring Adoptions	TX	\$552,128	Executive Director	\$95,885	\$92,926	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 61 organizations. Compensation range \$8,136–\$412,303; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$466,314); for reference, expenses \$557,095 and assets \$1,230,247.

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

RELATED-ORG PAY 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	79 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	72 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 (Jody Bussard) 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 10, 2026, comparing compensation against 61 similarly situated organizations (Same NTEE sector (P70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,000 is reasonable (approximately the 79th 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 10, 2026.