

# Holy Family Villa

Executive Director / CEO

EIN 363680983

IL · NTEE E91Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Maria Simon, Executive Director / CEO** (\$46,301) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

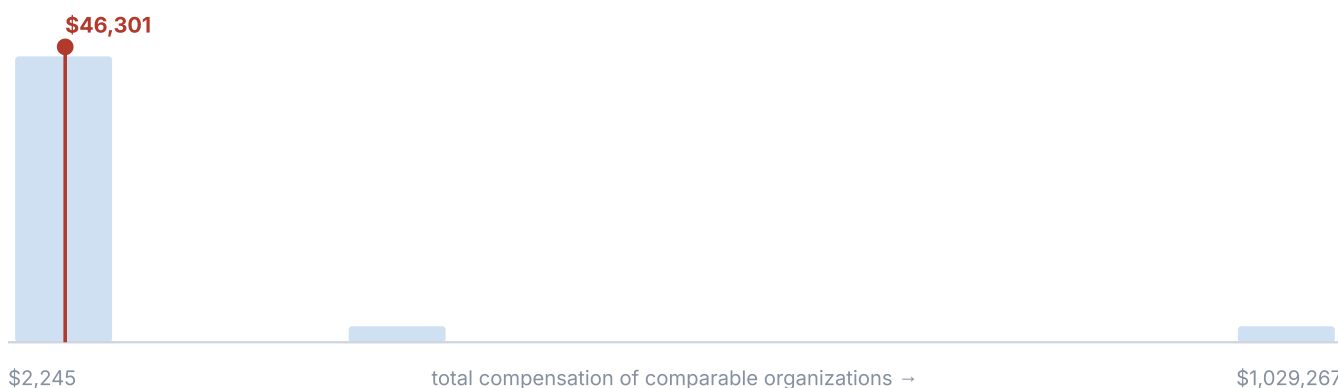
**Benchmarked executive:** Maria Simon — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

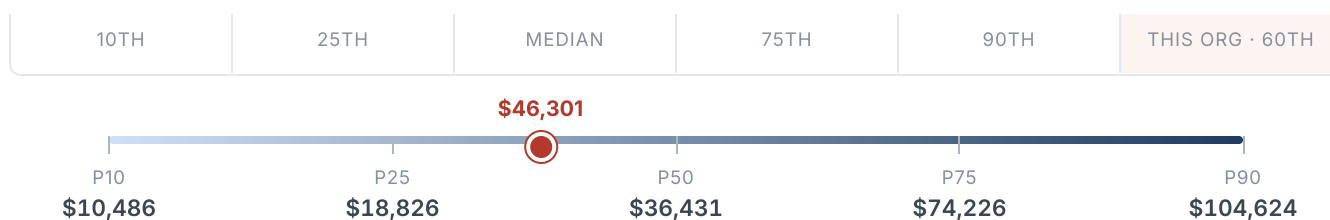
SECTOR	Organizations sharing the subject's NTEE classification (E91Z).
BUDGET	Total revenue between \$136,823 and \$306,321 — 0.67x to 1.50x the subject's \$204,214 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E91), nationwide + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,486	\$18,826	\$36,431	\$74,226	\$104,624	\$46,301
----------	----------	----------	----------	-----------	----------



## ● 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 IL 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
<a href="#">Angels' Place Inc</a>	LA	\$205,633	Executive Director	\$69,883	<b>\$80,343</b>	2024
<a href="#">The Good Shepherd Lutheran Foundation</a>	MN	\$192,667	President/ceo/administrato	\$24,601	<b>\$26,130</b>	2023
<a href="#">Island Nursing Home Inc</a>	ME	\$191,788	Finance Cont	\$63,336	<b>\$66,217</b>	2024
<a href="#">Bethel Lutheran Home Foundation</a>	SD	\$220,885	Blh Administrator	\$1,948	<b>\$2,245</b>	2024
<a href="#">Evangelical Services For The Aging</a>	PA	\$180,374	President And Ceo	\$23,407	<b>\$25,091</b>	2023
<a href="#">Hermiston Rhf Housing Inc</a>	CA	\$228,213	President/ceo	\$76,739	<b>\$69,185</b>	2024
<a href="#">Open Doors Adult Day Care Center</a>	MO	\$179,920	Director	\$36,000	<b>\$39,811</b>	2024
<a href="#">Life Circle</a>	NM	\$228,514	Executive Director	\$62,500	<b>\$72,259</b>	2023
<a href="#">Nevins Community Services Inc</a>	MA	\$247,078	President & Ceo	\$89,425	<b>\$83,901</b>	2024
<a href="#">Seacoast Nursing And Rehabilitation</a>	MA	\$160,545	Ttee/chair/pres (Ex-off) (Ceo, Bilh)	\$1,097,028	<b>\$1,029,267</b>	2024
<a href="#">St Paul's House And Health Care Center</a>	IL	\$255,486	President & Ceo - Vice Chair	\$13,404	<b>\$14,165</b>	2023
<a href="#">Southcoast Long-term Care Services Inc</a>	MA	\$261,809	President & Ceo, Ex-officio (Until 1/2024)	\$310,296	<b>\$291,130</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Serenity House Of Victor Inc</a>	NY	\$263,335	Executive Director	\$82,490	<b>\$80,126</b>	2023
<a href="#">Hsc Community Services Inc</a>	CT	\$141,493	President & Ceo	\$20,817	<b>\$20,379</b>	2024
<a href="#">Hubert Apartments Inc</a>	FL	\$140,921	Ceo	\$38,719	<b>\$37,977</b>	2024
<a href="#">Spaces For Living</a>	ND	\$267,612	Chief Executive Officer	\$11,097	<b>\$13,090</b>	2023
<a href="#">West Central Mo Willow Estates Inc</a>	MO	\$281,237	Chief Executive Officer	\$24,797	<b>\$26,715</b>	2025
<a href="#">Vmp Foundation Inc</a>	WI	\$285,016	Ceo	\$10,118	<b>\$11,033</b>	2024
<a href="#">Eastside Senior Care Inc</a>	NY	\$285,220	Cfo	\$5,891	<b>\$5,558</b>	2024
<a href="#">America's Choice Community Of Red Oak</a>	IA	\$293,695	Director	\$31,322	<b>\$34,885</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 IL 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 20 organizations. Compensation range \$2,245–\$1,029,267; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$204,214); for reference, expenses \$9,493 and assets \$4,716,636. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Maria Simon, reported title "*Secretary*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board**

**should confirm this is a comparable role.**

RELATED-ORG PAY	14 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	60 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	65 <sup>th</sup>

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 (Maria Simon) 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 20 similarly situated organizations (Same NTEE sector (E91), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,301 is reasonable (approximately the 60<sup>th</sup> 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.