

# Homeless Angels

Executive Director / CEO

EIN 371747160

MI · NTEE P99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shelly Ochodnicky, Executive Director / CEO** (\$22,432) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Shelly Ochodnicky — reported title “DIRECTOR”, 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 (P99).
BUDGET	Total revenue between \$316,715 and \$709,063 — 0.67x to 1.50x the subject's \$472,709 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**191** organizations qualified on sector, size, and geography → **191** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,925	\$38,677	\$64,590	\$83,514	\$113,851	\$22,432
----------	----------	----------	----------	-----------	----------



## ■ 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
<a href="#">Hope Diamond Services Inc</a>	GA	\$472,606	Director	\$15,060	<b>\$15,104</b>	2023
<a href="#">John Hobson Ministries Inc</a>	KY	\$473,480	President	\$88,200	<b>\$91,806</b>	2024
<a href="#">Lend A Hand Foundation</a>	CA	\$473,847	Executive Dir.	\$62,330	<b>\$52,145</b>	2024
<a href="#">Revive &amp; Thrive Project</a>	MI	\$471,002	Executive Director	\$78,000	<b>\$78,000</b>	2024
<a href="#">Project Sweet Peas</a>	RI	\$469,835	Executive Dir.	\$35,000	<b>\$32,515</b>	2024
<a href="#">City Lights Ministry</a>	NC	\$476,444	President	\$39,520	<b>\$40,730</b>	2023
<a href="#">The Dawson Community Empowerment Corporation</a>	GA	\$466,722	President	\$18,000	<b>\$18,053</b>	2023
<a href="#">The River Center Family &amp; Community</a>	NH	\$479,096	Executive Director	\$59,710	<b>\$53,416</b>	2024
<a href="#">Order Our Steps</a>	CA	\$479,696	Owner	\$80,000	<b>\$68,904</b>	2023
<a href="#">Pennsylvania Head Start Association</a>	PA	\$480,077	Executive Di	\$97,728	<b>\$94,420</b>	2024
<a href="#">Ignis Community Inc - Sunyang Hana</a>	TX	\$464,774	Us Operations Manager & Secretary	\$23,671	<b>\$22,940</b>	2024
<a href="#">Kings Daughters Ministry</a>	NC	\$464,639	President Founder	\$12,000	<b>\$12,367</b>	2023
<a href="#">Compassionate Sharing Inc</a>	OK	\$464,459	Director	\$31,500	<b>\$34,597</b>	2023
<a href="#">A Touch Of Understanding</a>	CA	\$461,630	Executive Dire	\$63,407	<b>\$54,613</b>	2023
<a href="#">Children's Advocacy Center Of Erie</a>	PA	\$461,530	Executive Di	\$71,813	<b>\$69,382</b>	2024
<a href="#">The Wisdom Dojo Inc</a>	DE	\$484,046	Executive Di	\$67,250	<b>\$63,796</b>	2024
<a href="#">Lawrence Ltd</a>	MA	\$461,183	Vp	\$96,600	<b>\$86,585</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Stand In Peace International</a>	CA	\$459,834	Ceo	\$93,000	<b>\$80,101</b>	2023
<a href="#">Benefits Management Inc</a>	NC	\$485,974	Director	\$96,715	<b>\$99,678</b>	2023
<a href="#">Payee Services Inc</a>	WI	\$457,007	President	\$2,463	<b>\$2,492</b>	2024
<a href="#">Micronesia Climate Change Alliance Inc</a>	GU	\$456,651	Director Of Administrative Affairs	\$28,000	<b>\$28,827</b>	2023
<a href="#">Csra Foundation Property Holdings Inc</a>	GA	\$490,600	President/ceo	\$42,060	<b>\$42,183</b>	2023
<a href="#">World Of God Inc</a>	NC	\$490,966	Executive Dir.	\$72,000	<b>\$72,077</b>	2024
<a href="#">Greater Impact Inc</a>	MT	\$491,290	Executive Dir.	\$64,940	<b>\$69,823</b>	2023
<a href="#">Corner Cupboard Food Bank Inc</a>	PA	\$491,750	Executive Di	\$59,690	<b>\$57,670</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 191 organizations. Compensation range \$733–\$535,502; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$472,709); for reference, expenses \$522,381 and assets \$1,211,477.

**ROLE MATCH** Shelly Ochodnicky, reported title "*DIRECTOR*", 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** 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 5 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	11 <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 (Shelly Ochodnický) 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 191 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,432 is reasonable (approximately the 14<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.