

Homes Of Care Ii Inc

Executive Director / CEO

EIN 412201540

MA · NTEE L21

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Thomas M Connors, Executive Director / CEO** (\$24,869) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

Benchmarked executive: Thomas M Connors — reported title “PRESIDENT & CEO/DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$46,031 and \$103,056 — 0.67x to 1.50x the subject's \$68,704 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,468	\$11,936	\$22,338	\$38,459	\$49,140	\$24,869
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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 MA 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
Mosaic Housing Corp Xii	NE	\$68,885	President	\$26,896	\$32,192	2024
Westhampton Senior Housing Inc	MA	\$69,323	Executive Director	\$7,138	\$7,650	2022
Home Together Community Housing	MA	\$68,062	Cfo Of Action Inc	\$9,145	\$9,145	2024
Marsh Island Corporation	ME	\$67,997	Secretary/treasurer	\$35,552	\$38,595	2025
Westland Community Housing Corporation	MA	\$69,627	President (As Of 8/22/22)	\$2,702	\$2,782	2023
Community Services Fourth Housing	NY	\$69,663	Director	\$30,342	\$30,511	2024
Maxcen Housing Society Inc Kentucky Branch	KY	\$69,790	Ceo	\$5,188	\$6,203	2024
Shalom Apartments Of Federation	PA	\$69,837	Executive Director	\$23,138	\$25,677	2024
Passavant Memorial Homes Vii	PA	\$67,562	Ceo & President	\$36,502	\$40,508	2024
Alternatives Homes 2004 Inc	NJ	\$70,125	Chairperson, Trustee	\$22,000	\$21,859	2024
Wellspring Bridge Apartments	KY	\$66,927	Chief Executive Officer	\$13,611	\$16,273	2024
Nyc Partnership Housing Development	NY	\$66,900	President & Ceo	\$41,265	\$41,495	2024
Shirley Bridge Bungalows	WA	\$66,720	President And Ceo	\$24,943	\$24,851	2024
Keystone Housing Development Corporation	PA	\$66,416	Director Of Construction	\$13,787	\$15,752	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Services Second Housing	NY	\$71,077	Director	\$30,342	\$30,511	2024
Dd Housing Incorporated	CO	\$66,231	Chief Executive Officer	\$21,640	\$23,091	2024
Glenmore Housing Inc	MD	\$71,530	Executive Director	\$4,329	\$4,637	2023
Thomas Housing Development Corporation	MD	\$71,681	President	\$36,154	\$37,614	2024
Abcap Housing M Inc	OH	\$71,704	Executive Director	\$41,692	\$49,140	2024
Independent Living Horizons Twelve Inc	GA	\$72,061	President/ceo	\$21,151	\$24,366	2023
Creative Housing Inc Xiii	OH	\$64,862	President	\$9,011	\$10,621	2024
Greater Newark Housing Partnership Inc	NJ	\$63,655	President & Ceo	\$40,688	\$41,621	2023
Mosaic Housing Corp Xx - Garden City	NE	\$74,256	President	\$26,896	\$32,192	2024
Evans Place Housing Inc	NJ	\$74,331	Ceo	\$11,980	\$11,903	2024
Forty West Street Corporation	MA	\$63,027	Chief Executive Officer	\$24,075	\$24,786	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **114** organizations. Compensation range \$2,397–\$180,762; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$68,704); for reference, expenses \$56,800 and assets \$728,783.
ROLE MATCH	Thomas M Connors, reported title " <i>PRESIDENT & CEO/DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	105 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	58 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	59 th

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 (Thomas M Connors) 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 114 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,869 is reasonable (approximately the 58th 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.