

We Care Charity Inc

Executive Director / CEO

EIN 462464531
 NH · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Shefali V Kalyani, Executive Director / CEO** (\$15,155) against **every comparable organization** that fit the selection criteria — **1070** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

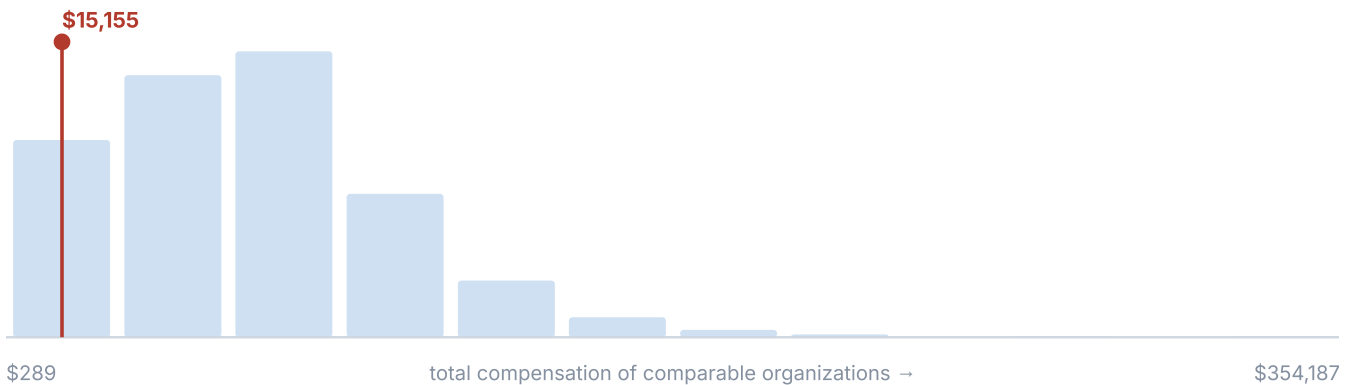
Benchmarked executive: Shefali V Kalyani — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

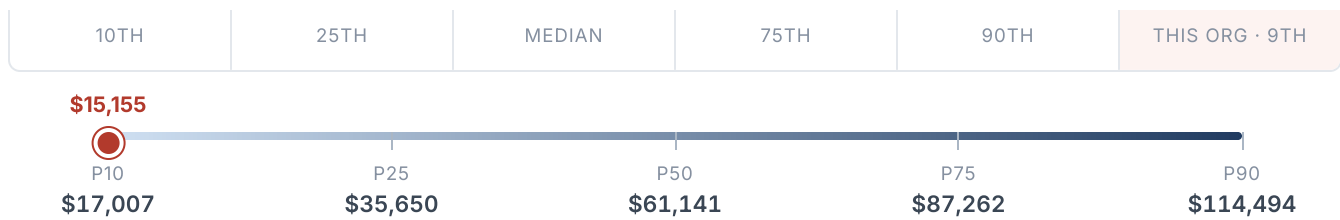
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$255,223 and \$571,396 — 0.67x to 1.50x the subject's \$380,931 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,070 organizations qualified on sector, size, and geography → **1,070** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,007	\$35,650	\$61,141	\$87,262	\$114,494	\$15,155
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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 NH 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
Monthly Miracles	CA	\$381,822	President	\$75,000	\$70,138	2024
Chasing 7 Dreams	CA	\$381,906	President	\$75,843	\$70,926	2024
Mitzvah Man Foundation Corp	NY	\$382,126	Chief Operating Officer	\$141,750	\$138,720	2024
Life-skills Empowerment And Development Services - Leads - Inc	FL	\$379,682	Vice President/ceo	\$85,641	\$87,130	2024
Small Town Hope Inc	PA	\$379,615	Executive Director	\$20,935	\$23,277	2023
Frostburg First - A Maryland Main St Community Inc	MD	\$382,384	Director	\$49,680	\$49,004	2025
Darren B Easterling Center For Restorative Practices	IL	\$382,411	Executive Director	\$82,081	\$87,393	2024
Evolve International Inc	IN	\$379,309	Executive Director	\$58,290	\$66,572	2024
Cei Foundation	CA	\$379,212	Executive Director Foundat	\$100,329	\$93,825	2024
Glow 414 Inc	WI	\$382,729	Executive Director	\$48,081	\$54,382	2024
Humanity Way Inc	CA	\$382,982	President	\$75,698	\$72,881	2023
Community Service Of Newburyport	MA	\$378,838	Executive Di	\$67,963	\$66,141	2024
Iserve Ministries Inc	GA	\$378,727	President	\$85,453	\$95,801	2023
Rancho Milagro Foundation	AZ	\$378,646	Executive Dir.	\$15,873	\$17,021	2023
His Hope Teen Challenge	OH	\$384,024	Executive Director	\$62,500	\$71,691	2024
You Are More Than Inc	NJ	\$384,256	Executive Director/president	\$39,885	\$38,566	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Discovering Mercy	OH	\$384,277	Co Exec. Dir	\$88,225	\$104,188	2023
Freedom Through Recovery- susan Ford	GA	\$377,515	Executive Dir.	\$68,556	\$72,729	2025
West Virginia 211 Inc	WV	\$377,479	Director	\$41,555	\$48,728	2024
Jubilee Home	NC	\$384,440	Executive Director	\$82,140	\$91,916	2024
Aitkin County Care Inc	MN	\$384,563	Executive Di	\$52,598	\$56,286	2024
Federation Of Families Of Central	FL	\$377,252	Executive Di	\$115,604	\$117,615	2024
Therapeutic Works Incorporated	VT	\$384,628	Treas/sec/exec Dir	\$27,697	\$29,413	2025
Association Of California Comm	CA	\$384,655	Interim Ed	\$104,695	\$97,907	2024
Visiting Dental Hygiene Inc	MA	\$384,927	Board Chair	\$139,278	\$135,545	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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 1070 organizations. Compensation range \$289–\$354,187; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$380,931); for reference, expenses \$398,946 and assets \$347,320.

ROLE MATCH Shefali V Kalyani, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	8 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 (Shefali V Kalyani) 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 1070 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,155 is reasonable (approximately the 9th 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.