

# Prodigal Daughters Journey Home Inc

Executive Director / CEO

EIN 464803737

FL · NTEE F22

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Denise Gattuso, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Denise Gattuso — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (F22).

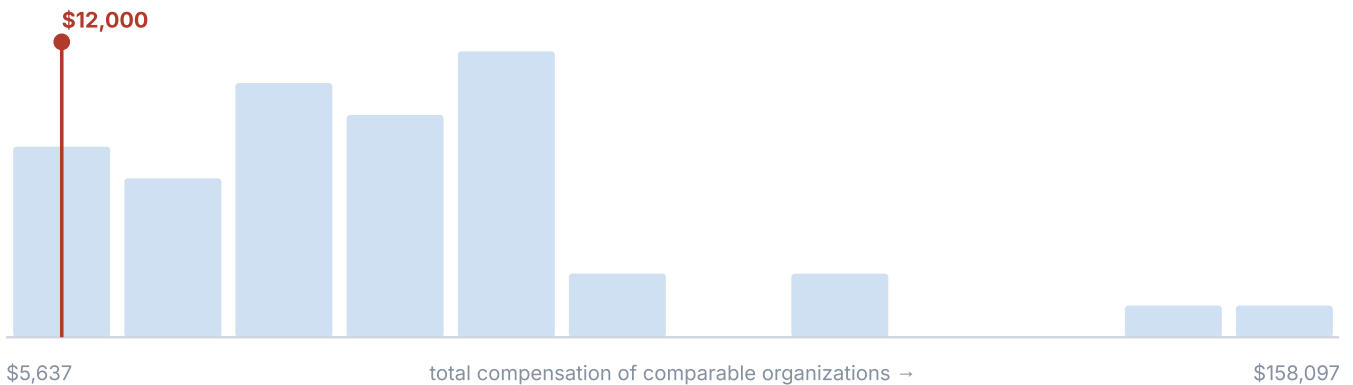
**BUDGET** Total revenue between \$169,315 and \$379,065 — 0.67x to 1.50x the subject's \$252,710 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F22), nationwide + budget 0.67–1.5x revenue.

**41** organizations qualified on sector, size, and geography

→ **41** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,408

\$30,280

\$46,000

\$61,656

\$77,845

**\$12,000**



## ● 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 FL 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="#">Morgan County Court Services I</a>	AL	\$247,119	Gann	\$55,650	<b>\$65,888</b>	2023
<a href="#">Pri Counseling Services Inc</a>	NC	\$258,830	Secretary	\$32,200	<b>\$35,417</b>	2024
<a href="#">The Way Homes Inc</a>	MD	\$244,388	Vice President	\$29,553	<b>\$30,280</b>	2023
<a href="#">Free State Regional Svc Ctr Of Na Inc</a>	MD	\$261,601	Executive Dir.	\$32,455	<b>\$33,253</b>	2023
<a href="#">Breakaway Inc</a>	MN	\$242,711	Mgr	\$63,600	<b>\$65,172</b>	2025
<a href="#">Peniel Recovery Ministries Inc</a>	GA	\$242,375	President	\$33,600	<b>\$35,963</b>	2024
<a href="#">Freedom House Of Mecklenburg Inc</a>	NC	\$240,894	Executive Director	\$40,472	<b>\$45,829</b>	2023
<a href="#">Merit Family Services</a>	TX	\$264,963	Chairman	\$14,495	<b>\$15,890</b>	2023
<a href="#">Recovery Community Foundation Of</a>	GA	\$265,304	Executive Di	\$60,000	<b>\$64,219</b>	2024
<a href="#">Gateway Of Hope Addiction</a>	NC	\$237,497	President	\$46,667	<b>\$51,329</b>	2024
<a href="#">Cornerstone For Hope</a>	PA	\$226,245	Director	\$54,000	<b>\$59,016</b>	2023
<a href="#">180 Center Inc</a>	TN	\$281,032	Supervisor	\$40,350	<b>\$46,482</b>	2023
<a href="#">Wyoming Professional Assistance Program</a>	WY	\$223,305	Executive Dir.	\$90,000	<b>\$102,588</b>	2024
<a href="#">Never Alone Transitional</a>	TN	\$223,094	Executive Dir.	\$54,324	<b>\$60,784</b>	2024
<a href="#">Family Care Excellence Incorporated</a>	OH	\$222,524	President	\$45,000	<b>\$50,735</b>	2024
<a href="#">Miller Fellowship House Inc</a>	CA	\$283,201	President	\$21,065	<b>\$19,363</b>	2024
<a href="#">Tobiah Life Center</a>	NJ	\$220,249	President	\$23,305	<b>\$22,803</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Grace House Norcal</a>	CA	\$219,187	Director	\$41,800	<b>\$39,557</b>	2023
<a href="#">Step By Step Recovery</a>	GA	\$286,832	Executive Dir	\$21,225	<b>\$22,718</b>	2024
<a href="#">Central California Fellowship Of</a>	CA	\$211,610	Business Off	\$67,075	<b>\$61,654</b>	2024
<a href="#">City Of Refuge Hopewell Inc</a>	VA	\$296,103	Ceo	\$16,200	<b>\$17,143</b>	2023
<a href="#">Kansas City Kansas Alcohol Safety</a>	KS	\$205,633	Executive Di	\$40,000	<b>\$46,000</b>	2024
<a href="#">One Bridge To Hope Inc</a>	KY	\$202,538	Director	\$39,700	<b>\$46,744</b>	2023
<a href="#">Capstone Recovery Center Inc</a>	NC	\$201,000	President-executive Director	\$36,040	<b>\$40,812</b>	2023
<a href="#">New Beginnings Fellowship Center</a>	CA	\$304,477	Program Director	\$108,650	<b>\$99,869</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	41 organizations. Compensation range \$5,637–\$158,097; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$252,710); for reference, expenses \$277,115 and assets \$107,648.
ROLE MATCH	Denise Gattuso, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Denise Gattuso) 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 41 similarly situated organizations (Same NTEE sector (F22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 2<sup>nd</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.