

Gila House Inc

Executive Director / CEO

EIN 465363023

AZ · NTEE L40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Claudia Dalmolin, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

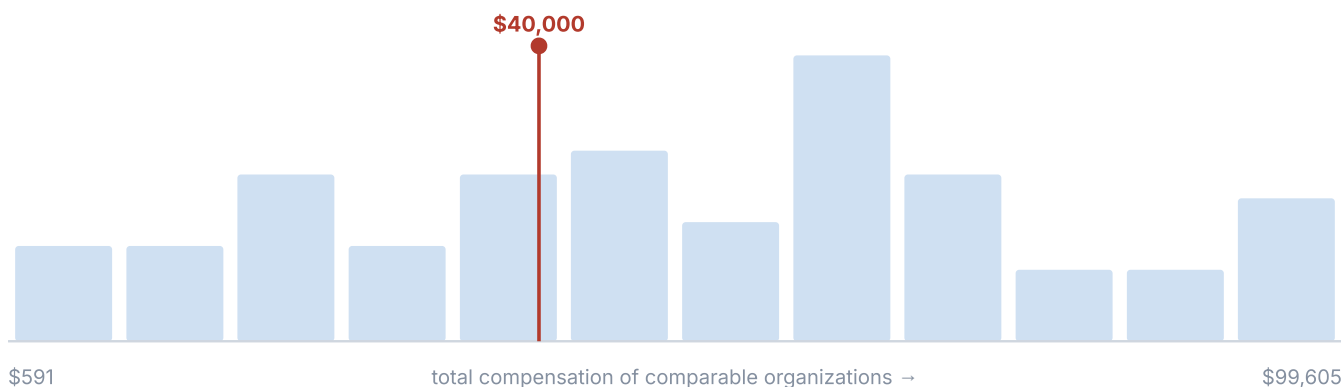
Benchmarked executive: Claudia Dalmolin — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L40).
BUDGET	Total revenue between \$238,213 and \$533,314 — 0.67x to 1.50x the subject's \$355,543 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,569	\$28,381	\$52,485	\$67,072	\$85,520	\$40,000
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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 AZ 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
Homes Of Hope Inc	NC	\$357,864	Executive Director	\$55,296	\$59,409	2024
Papilion House Inc	TX	\$352,841	President	\$34,770	\$36,165	2024
Village Of Hope Inc	MD	\$349,483	Executive Director	\$61,250	\$59,542	2024
Pee Wee Homes	NC	\$361,795	Director	\$550	\$591	2024
Active Change Recovery Inc	CA	\$346,347	President	\$25,000	\$22,447	2024
Samaritan House Inc	NC	\$366,778	Executive Dir.	\$79,070	\$84,952	2024
Sacred Roots Farm Inc	GA	\$341,171	Ceo	\$84,908	\$91,394	2023
Siloam Missionary Homes	NC	\$338,177	President	\$45,493	\$50,321	2023
Mission Accomplished	TX	\$335,955	President	\$58,455	\$60,800	2024
Nazareth Housing Development Corp	OH	\$376,175	Executive Di	\$61,000	\$67,180	2024
The New Beginnings Of Southwest	FL	\$334,293	Executive Director	\$61,007	\$61,353	2023
Gratiot County Hope House	MI	\$377,853	Executive Director	\$65,625	\$70,432	2024
Safe Shelter Incorporated	WI	\$332,175	Executive Director	\$72,800	\$79,056	2024
Myplace Inc	MI	\$327,076	Executive Director	\$65,977	\$70,810	2024
Isaiah House Inc	GA	\$326,462	Executive Dir.	\$14,150	\$14,794	2024
Bethesda House Inc	MA	\$326,001	Director	\$20,240	\$19,471	2023
Hope House Of Tennessee Inc	TN	\$325,908	Founder Executive Director	\$50,000	\$54,649	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shadetree Historical Artisan	CA	\$323,323	President	\$71,250	\$63,973	2024
Grace Home Inc	OK	\$389,502	President/director	\$60,351	\$69,100	2024
Mercy Mission House	OH	\$319,579	Executive Di	\$42,692	\$48,406	2023
Safe Harbors Network	CA	\$391,640	Executive Dir.	\$13,210	\$11,861	2024
Housing Initiatives Of Princeton	NJ	\$392,002	Executive Director	\$49,167	\$46,993	2023
Hearne House Inc	OH	\$393,504	Executive Dir.	\$37,500	\$42,519	2023
Next Step Initiative Tennessee	TN	\$397,545	Executive Dir.	\$53,737	\$57,219	2025
Steps 4 Life Community Services	CA	\$312,208	President	\$65,680	\$58,972	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	70 organizations. Compensation range \$591–\$99,605; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$355,543); for reference, expenses \$157,196 and assets \$198,347. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Claudia Dalmolin, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	36 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	30 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 (Claudia Dalmolin) 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 70 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 36th 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.