

Prosperity House Inc

Executive Director / CEO

EIN 471990844

CT · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Tyson, Executive Director / CEO** (\$39,650) against **every comparable organization** that fit the selection criteria — **1063** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Karen Tyson — 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

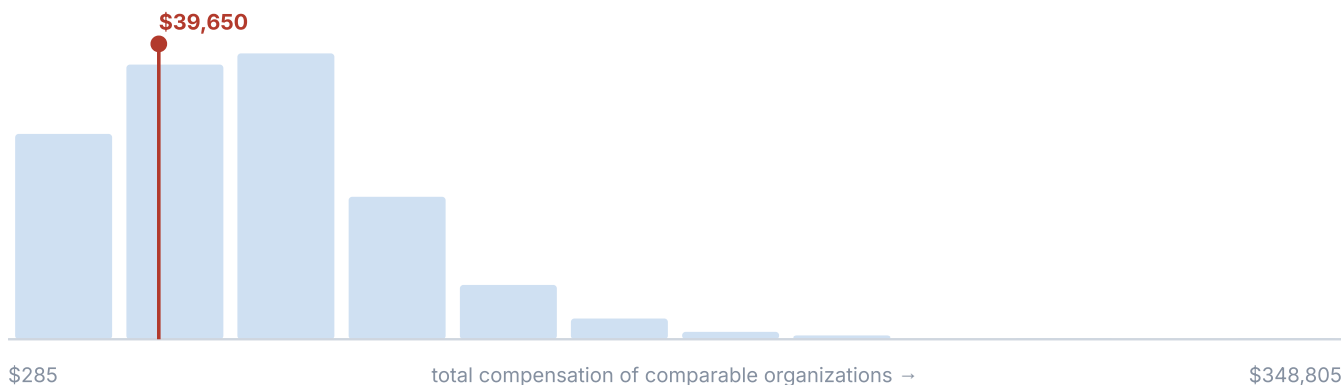
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$243,823 and \$545,872 — 0.67x to 1.50x the subject's \$363,915 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,063 organizations qualified on sector, size, and geography → **1,063** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,482	\$34,367	\$59,566	\$85,188	\$112,055	\$39,650
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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 CT 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
From The Heart Foundation	CO	\$364,050	Executive Director	\$51,584	\$52,754	2024
Fatherless Network Or Widows And Orphans	TX	\$363,779	President	\$42,000	\$46,133	2023
Imago Relationships North America	IL	\$364,114	Executive Dir.	\$116,504	\$122,158	2024
United Ministries Of Clinton	SC	\$362,657	Executive Di	\$23,000	\$26,347	2023
Gilmer Co Family Resource Network Inc	WV	\$362,580	Executive Director	\$67,350	\$77,775	2024
The Journalists And Writers Foundation Inc	NY	\$362,501	President	\$90,925	\$87,629	2024
Voice Of Including Community Equitably	CA	\$362,472	Vice President	\$85,145	\$80,731	2023
Soaring Unlimited	MI	\$362,396	Executive Director	\$38,240	\$42,096	2024
Healing Rhythms	CA	\$365,562	Secretary	\$21,985	\$20,845	2023
Deconstructing The Mental Health System	WA	\$365,640	President & Ceo	\$24,562	\$24,146	2023
Center4hope Inc	NY	\$361,849	Executive Director	\$90,962	\$87,665	2024
Residents In Action Llc	MI	\$361,832	Executive Di	\$25,000	\$27,521	2024
Significant Matters Inc	KS	\$366,198	President	\$61,476	\$72,926	2023
Gizmo-cda Inc	ID	\$366,524	Executive Dir.	\$60,688	\$70,889	2023
Universities Allied For Essential	DC	\$366,661	Executive Dir.	\$94,550	\$88,491	2024
Kind Hearts San Diego	CA	\$360,775	President	\$28,000	\$26,548	2023
Coppers Dream Rescue	CA	\$360,696	Senior Director	\$65,839	\$62,426	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Paths Forward	NV	\$367,346	Executive Director	\$85,408	\$91,307	2024
East County Solutions Inc	OR	\$360,374	Executive Dir.	\$6,749	\$6,882	2023
Hearts Connection	CA	\$360,359	Director Of Organization	\$60,899	\$57,742	2023
His Little Feet	CA	\$367,606	Executive Dir.	\$63,600	\$60,303	2023
Wetati Academy Inc	MD	\$360,093	Founder, President, Ceo	\$89,500	\$89,242	2024
Peer Specialists Limited	WI	\$367,870	General Manager	\$82,074	\$91,419	2024
Freely In Hope	CA	\$359,948	Exec. Dir.	\$63,288	\$58,286	2024
Southwest Area Neighborhood Association	NY	\$359,883	Executive Director	\$53,654	\$51,709	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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	1063 organizations. Compensation range \$285–\$348,805; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$363,915); for reference, expenses \$424,981 and assets \$51,348.
ROLE MATCH	Karen Tyson, reported title " <i>Director</i> ", 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	46 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	29 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	27 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 (Karen Tyson) 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 1063 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,650 is reasonable (approximately the 29th 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.