

# Interfaith Volunteer Caregivers Of Great

Executive Director / CEO

EIN 481306407

CT · NTEE P44

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Camenga, Executive Director / CEO** (\$81,346) against the **2000** closest of **3,720** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

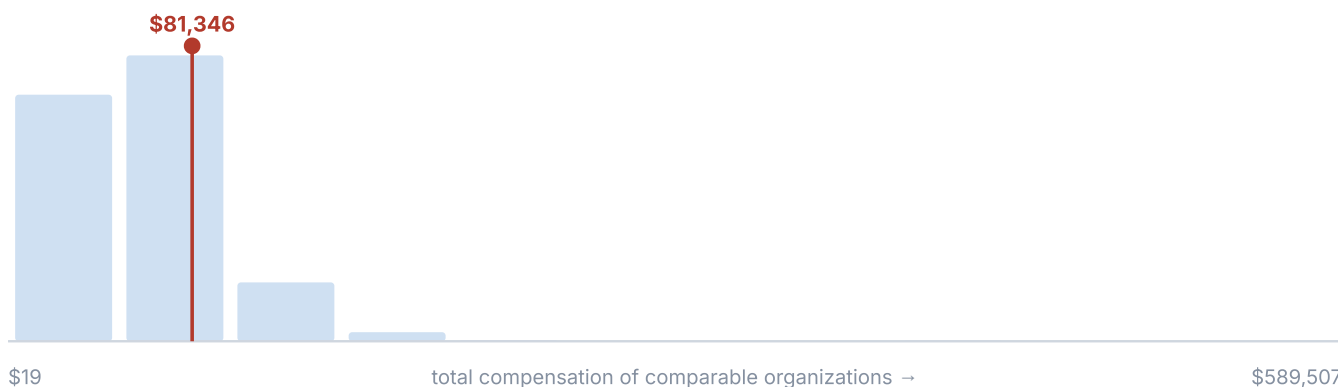
**Benchmarked executive:** Daniel Camenga — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P44).
BUDGET	Total revenue between \$229,726 and \$514,312 — 0.67x to 1.50x the subject's \$342,875 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,720** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$17,913	\$34,198	\$56,668	\$78,441	\$102,306	\$81,346
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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
<a href="#">Duxbury Thrift And Consignment Shop Inc</a>	MA	\$342,898	Former Director	\$27,846	<b>\$26,688</b>	2024
<a href="#">Refuge For The Poor</a>	PA	\$342,807	President	\$3,600	<b>\$3,829</b>	2024
<a href="#">Heart Of Senior Citizen Services</a>	MI	\$342,756	Executive Dir.	\$53,255	<b>\$58,626</b>	2024
<a href="#">Liberated Learning Community</a>	CA	\$342,567	President/program Coordinator	\$25,938	<b>\$23,888</b>	2024
<a href="#">Valley Child Development Center Inc</a>	IN	\$343,231	Executive Director	\$44,449	<b>\$49,993</b>	2024
<a href="#">Everymom Nfp</a>	IL	\$342,510	Pres&exec. Dir	\$50,769	<b>\$53,233</b>	2024
<a href="#">Mother Teresa House For The Care Of</a>	MI	\$342,506	President	\$67,895	<b>\$74,742</b>	2024
<a href="#">Little Turtles Playhouse Inc</a>	WI	\$343,249	Center Director	\$42,890	<b>\$49,185</b>	2023
<a href="#">Kinsman Redeemer Homeless Ministry</a>	TN	\$343,282	Executive Director	\$16,155	<b>\$18,111</b>	2024
<a href="#">Suzerain</a>	SC	\$342,464	Executive Di	\$55,000	<b>\$61,196</b>	2024
<a href="#">American Purpose Llc</a>	DC	\$342,453	President	\$57,000	<b>\$54,924</b>	2023
<a href="#">Connected Kids Inc</a>	OK	\$342,444	Ceo And Founder	\$125,000	<b>\$151,137</b>	2023
<a href="#">Embrace Washington</a>	WA	\$342,430	Executive Director	\$80,842	<b>\$77,194</b>	2024
<a href="#">A Step Ahead Foundation Tri-cities</a>	TN	\$342,375	Executive Di	\$65,000	<b>\$72,870</b>	2024
<a href="#">Pastoral Counseling</a>	VA	\$343,381	President/ceo	\$70,799	<b>\$75,061</b>	2023
<a href="#">Maps Charities</a>	CA	\$342,310	Administrator	\$48,346	<b>\$45,840</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Louisiana-mississippi Hospice And</a>	LA	\$342,276	Executive Direc	\$82,154	<b>\$96,482</b>	2024
<a href="#">Lutheran Services For The Aging Inc</a>	NC	\$343,532	President/ceo	\$13,158	<b>\$14,500</b>	2024
<a href="#">Tomas Venture Residence Ltd</a>	MI	\$343,563	President	\$99,424	<b>\$112,684</b>	2023
<a href="#">Autism Society Of Maine</a>	ME	\$342,179	Executive Director (Former)	\$56,638	<b>\$58,929</b>	2025
<a href="#">God's Vision For Haiti</a>	MI	\$342,156	Executive Di	\$23,845	<b>\$26,250</b>	2024
<a href="#">Magic Mountain Childrens Center Inc</a>	VT	\$342,037	Executive Director	\$78,051	<b>\$81,628</b>	2025
<a href="#">Ministry Against The Death Penalty</a>	LA	\$343,734	Director	\$42,406	<b>\$49,802</b>	2024
<a href="#">Ncia Foundation Inc</a>	MD	\$342,006	President	\$11,815	<b>\$12,129</b>	2023
<a href="#">Hosppeace House Inc</a>	NY	\$343,758	Director Of Operations	\$49,657	<b>\$47,857</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 2000 organizations. Compensation range \$19–\$589,507; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$342,875); for reference, expenses \$317,995 and assets \$260,486.

**ROLE MATCH** Daniel Camenga, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 132 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 42 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	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	72 <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 (Daniel Camenga) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,346 is reasonable (approximately the 77<sup>th</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.