

Independence House

Executive Director / CEO

This analysis benchmarks the total compensation of **Allison Bogdanovic, Executive Director / CEO** (\$15,818) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Allison Bogdanovic — 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 (P73).

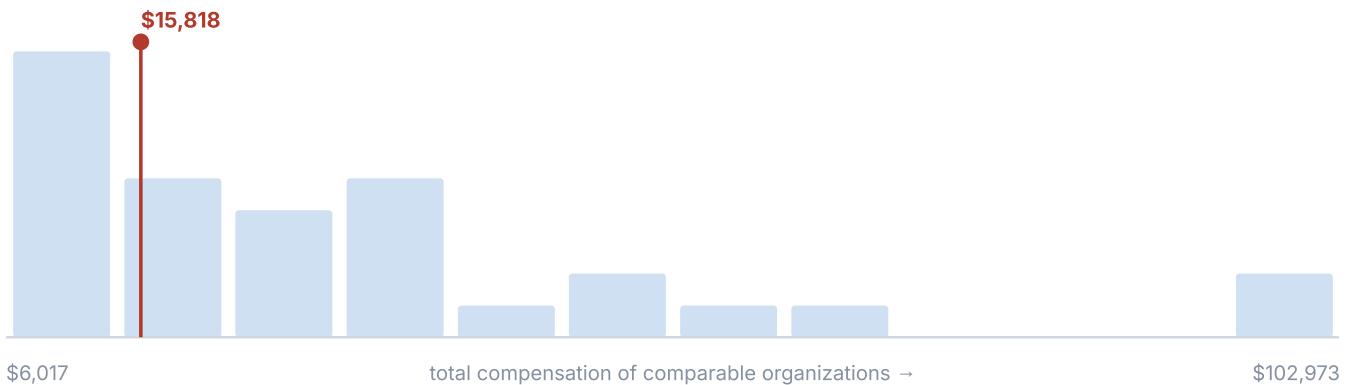
BUDGET Total revenue between \$44,480 and \$99,583 — 0.67x to 1.50x the subject's \$66,389 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography

→ **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,642	\$13,279	\$22,911	\$37,700	\$61,396	\$15,818
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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 VA 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
Vesta Severn Inc	MD	\$66,228	President	\$21,417	\$20,737	2024
Floyd Kress Inc	MD	\$65,705	President	\$20,272	\$20,209	2023
Creative Housing I Bretton Woods	OH	\$69,250	President	\$8,713	\$9,840	2023
Passavant Memorial Homes Housing	PA	\$63,242	Ceo & President	\$36,502	\$37,700	2024
Creative Housing Ii Beechwood Inc	OH	\$70,035	President	\$9,011	\$9,885	2024
Mosaic Housing Corp Xvi - Farmington	NE	\$62,467	President	\$26,896	\$29,960	2024
Five Rivers Homes Inc	MD	\$62,184	Director Of Finance (Beginning 8/22)	\$6,036	\$6,017	2023
Trempealeau County Homes Inc	WI	\$71,490	President	\$25,912	\$28,027	2024
Passavant Memorial Homes Housing	PA	\$59,553	Ceo & President	\$36,502	\$37,700	2024
Garrison House	CA	\$57,717	Executive Director	\$14,220	\$13,093	2023
Passavant Memorial Homes I Inc	PA	\$57,554	Ceo & President	\$36,502	\$37,700	2024
Four Rivers Fuller Apartments	KY	\$76,318	President	\$56,355	\$64,559	2023
Independent Living Apartments Of Ulster	NY	\$77,787	Ceo (Thru 6/24)	\$110,029	\$102,973	2024
Everyday Living	PA	\$78,100	It Director	\$7,611	\$7,861	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Creative Housing Inc Iv	OH	\$78,822	President	\$9,011	\$9,885	2024
Bay Cove Orchardfield Residence Inc	MA	\$53,403	President/ceo	\$14,439	\$13,835	2023
Vinfen Corporation Of Plain Inc	MA	\$52,151	Former Director & Ceo	\$21,978	\$21,059	2023
Monmouth Ucp Housing Inc	NJ	\$81,395	Executive Director	\$41,676	\$38,538	2024
Cedar Lake - Monticello Parke Inc	KY	\$83,246	President & Ceo (See Sch O)	\$11,133	\$12,388	2024
Family Alternatives Inc	GA	\$48,900	President	\$45,675	\$48,969	2023
Homes Of Care I Inc	MA	\$86,316	President & Ceo/director	\$24,869	\$23,145	2024
Marshall Road Inc	MA	\$44,652	President And Ceo	\$63,709	\$61,044	2023
Sergent's Way Inc	MD	\$91,889	Ceo	\$7,826	\$7,578	2024
Independent Living Horizons Seven Inc	GA	\$94,031	President/ceo	\$21,151	\$22,677	2023
Vine Village Inc	CA	\$94,254	President/exec.director	\$107,080	\$95,763	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 30 organizations. Compensation range \$6,017–\$102,973; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$66,389); for reference, expenses \$93,383 and assets \$458,924. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Allison Bogdanovic, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 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	33 rd
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	0 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 (Allison Bogdanovic) 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 30 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,818 is reasonable (approximately the 33rd 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.