

# Homework House Inc

Executive Director / CEO

EIN 56266698

MA · NTEE B90

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Virginia Dillon, Executive Director / CEO** (\$66,590) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Virginia Dillon — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B90).

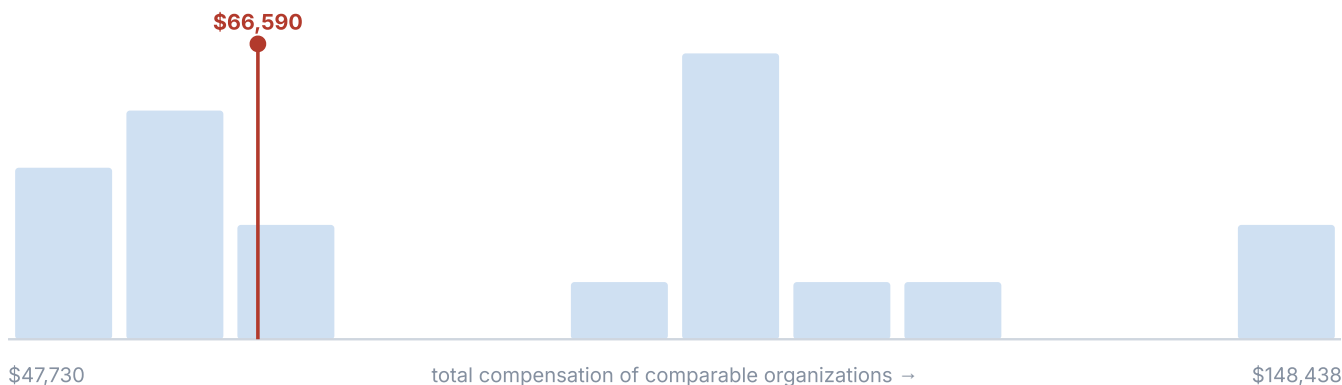
**BUDGET** Total revenue between \$304,595 and \$681,930 — 0.67x to 1.50x the subject's \$454,620 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B90) + MA + budget 0.67–1.5x revenue.

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

→ **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$53,532	\$59,235	\$96,160	\$106,043	\$124,355	\$66,590
----------	----------	----------	-----------	-----------	----------



## ■ 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 MA 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="#">Ukraine Global Scholars Foundation</a>	MA	\$454,091	Officer President	\$68,269	<b>\$66,310</b>	2024
<a href="#">Fun Learning Place Corporation</a>	MA	\$434,572	Treasurer Vice President	\$106,096	<b>\$106,096</b>	2023
<a href="#">The Midas Collaborative Inc</a>	MA	\$477,798	Executive Di	\$101,487	<b>\$101,487</b>	2023
<a href="#">Boston Preservation Alliance Inc</a>	MA	\$404,978	Executive Director	\$120,149	<b>\$120,149</b>	2023
<a href="#">Creative Learning For Children Inc</a>	MA	\$507,125	Co-director	\$60,000	<b>\$58,279</b>	2024
<a href="#">Great Northeast Athletic Conference Inc</a>	MA	\$512,705	President	\$109,120	<b>\$105,989</b>	2024
<a href="#">Csforma Inc</a>	MA	\$521,803	President And Executive Director	\$60,000	<b>\$58,279</b>	2024
<a href="#">Calculus Project Inc</a>	MA	\$532,161	Chief Program Officer	\$152,822	<b>\$148,438</b>	2024
<a href="#">Devotion After School Enrichment Program</a>	MA	\$367,300	Asst Clerk	\$60,191	<b>\$60,191</b>	2023
<a href="#">The Commonwealth Coast Conference Inc</a>	MA	\$352,498	Commissioner	\$103,000	<b>\$103,000</b>	2023
<a href="#">Tumblehome Inc</a>	MA	\$561,465	Secretary	\$100,870	<b>\$100,870</b>	2023
<a href="#">Hope Floats Healing &amp; Wellness Center</a>	MA	\$576,774	Executive Director	\$70,500	<b>\$68,477</b>	2024
<a href="#">Accelerated College Experiences Inc</a>	MA	\$319,060	President/ceo	\$99,000	<b>\$96,160</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Forum For The Future Of Higher Education</a>	MA	\$596,697	Executive Officer	\$54,393	<b>\$54,393</b>	2023
<a href="#">Newburyport Education Foundation Inc</a>	MA	\$307,426	Executive Director	\$61,606	<b>\$61,606</b>	2023
<a href="#">Wellesley Media Corporation</a>	MA	\$612,791	Executive Director	\$141,180	<b>\$141,180</b>	2023
<a href="#">Mathematical Staircase</a>	MA	\$625,444	President And Chair Of The Board	\$49,140	<b>\$47,730</b>	2024
<a href="#">Berkshire International Film Festival</a>	MA	\$640,881	Executive Director	\$51,570	<b>\$50,090</b>	2024
<a href="#">The Acnm Foundation Inc</a>	MA	\$650,371	Chief Executive Officer	\$108,000	<b>\$108,000</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 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 MA 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	19 organizations. Compensation range \$47,730–\$148,438; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$454,620); for reference, expenses \$462,319 and assets \$362,784.
ROLE MATCH	Virginia Dillon, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	37 <sup>th</sup>
Reportable pay only (column D), adjusted	42 <sup>nd</sup>
All sources (D + E + F), adjusted	37 <sup>th</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 (Virginia Dillon) 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 10, 2026, comparing compensation against 19 similarly situated organizations (Same NTEE sector (B90) + MA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,590 is reasonable (approximately the 42<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 10, 2026.