

Respite Care Foundation

Executive Director / CEO

EIN 721374204

AL · NTEE P80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ilene Jones, Executive Director / CEO** (\$31,400) against **every comparable organization** that fit the selection criteria — **289** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

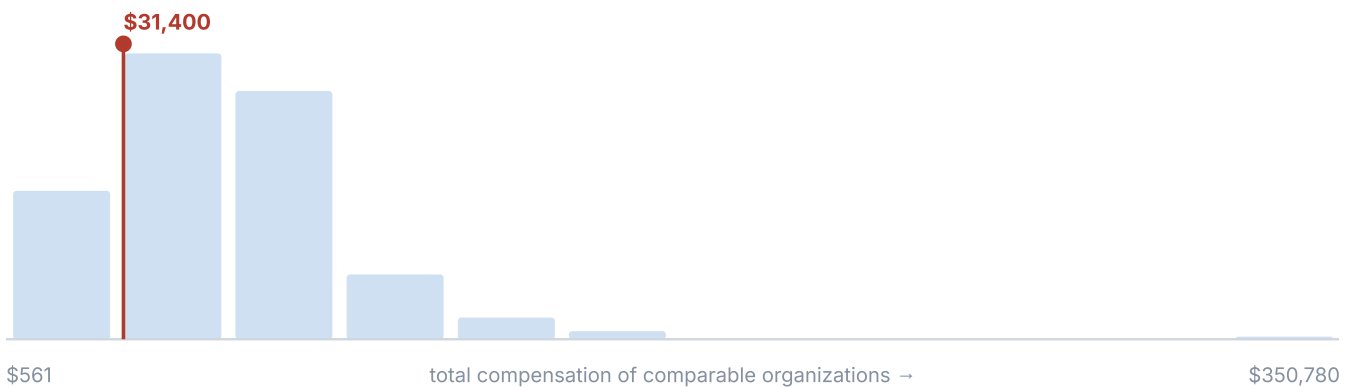
Benchmarked executive: Ilene Jones — reported title "Executive Direc", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$276,346 and \$618,685 — 0.67x to 1.50x the subject's \$412,457 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

289 organizations qualified on sector, size, and geography → **289** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,713	\$37,101	\$55,746	\$73,591	\$90,836	\$31,400
----------	----------	----------	----------	----------	-----------------



● 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 AL 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
My Sisters Closet Of Monroe County	IN	\$412,234	Executive Dir.	\$41,867	\$42,075	2023
Independent Connection Inc	KS	\$412,810	Executive Director	\$90,196	\$90,196	2024
Working Against Violence For	AK	\$413,255	Former Exec	\$41,499	\$36,725	2024
Central Valley Community Resources Inc	CA	\$413,385	Ceo	\$17,500	\$14,401	2023
Freedom Dogs	CA	\$414,500	Executive Director	\$133,900	\$104,267	2025
Jubilee Academy Inc	SC	\$414,754	Executive Director	\$56,250	\$55,923	2023
Snowbasin Adaptive Sports Education	UT	\$415,071	Executive Di	\$77,561	\$73,479	2024
Inas Usa Cisl	NY	\$408,646	Manager	\$155,017	\$133,491	2023
Mission Working Dogs	ME	\$416,336	Treasurer	\$54,000	\$50,051	2024
Refuge City	TX	\$416,586	Ceo, Board M	\$113,750	\$105,324	2024
Haase Community Connections Inc	WI	\$407,275	Executive Di	\$61,009	\$60,720	2023
Handi-dogs Inc	AZ	\$407,188	President & Ceo	\$82,112	\$75,255	2023
I-58 Mission Inc	GA	\$419,527	Executive Di	\$47,905	\$45,903	2023
Independence 1st Owner Corp	NY	\$419,699	Ceo	\$81,429	\$68,110	2024
Homeownership Center Inc	WV	\$402,735	Executive Director	\$38,702	\$38,788	2024
The Statewide Independent Living Council	IL	\$402,673	Executive Director	\$65,140	\$57,750	2025
2nd Mile Ministries Inc	FL	\$423,112	Executive Dir.	\$50,018	\$43,494	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Family Promise Of Southwest New Jersey	NJ	\$401,491	Executive Dir.	\$68,654	\$58,415	2023
Dallas Hearing Foundation Inc	TX	\$424,486	Development Director	\$105,600	\$97,778	2024
Widows And Orphans Of God Inc	VA	\$400,299	Executive Dir.	\$21,300	\$19,037	2024
Thrive Center Inc	KY	\$400,000	Executive Director	\$67,350	\$66,978	2024
Maryam Parman Foundation	CA	\$399,680	Executive Dir.	\$44,936	\$36,978	2023
Gotta Be Me Inc	NE	\$425,775	Executive Dir.	\$66,000	\$65,708	2024
Create Independence Inc	CT	\$398,803	Program Director	\$63,065	\$54,733	2024
Reck League	VA	\$397,841	Advisory	\$5,250	\$4,692	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	289 organizations. Compensation range \$561–\$350,780; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$412,457); for reference, expenses \$310,794 and assets \$457,169.
ROLE MATCH	Ilene Jones, reported title " <i>Executive Direc</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	20 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	16 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 (Ilene Jones) 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 289 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,400 is reasonable (approximately the 20th 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.