

Mother Teresa House Inc

Executive Director / CEO

EIN 800429109

DE · NTEE L21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brother Ronald Giannone, Executive Director / CEO** (\$14,243) against **every comparable organization** that fit the selection criteria — **137** 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: Brother Ronald Giannone — 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 (L21).
BUDGET	Total revenue between \$54,873 and \$122,850 — 0.67x to 1.50x the subject's \$81,900 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

137 organizations qualified on sector, size, and geography → **137** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,021	\$11,975	\$22,361	\$37,311	\$57,802	\$14,243
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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 DE 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
Hawkeye Housing Nfp	IL	\$81,691	President	\$82,909	\$83,244	2024
Cathedral Terrace Inc	FL	\$80,984	Ceo/exec Dir	\$36,132	\$34,666	2024
Allies Homes 2004 Inc	NJ	\$80,935	Chief Executive Officer	\$29,476	\$26,878	2024
Independent Living Horizons Ten Inc	GA	\$80,919	President/ceo	\$21,151	\$22,361	2023
Greater Springfield Residences Inc	MA	\$83,170	Clerk, Director	\$161,815	\$148,505	2024
Neighborhood Housing Services Of	MN	\$83,794	Executive Director	\$9,333	\$9,697	2023
National Housing Resource Group Inc	NY	\$79,547	President	\$10,000	\$8,991	2025
Nccs - Housing Families First	MI	\$79,533	President/ceo	\$25,919	\$27,322	2024
Creative Housing Inc Vi	OH	\$84,329	President	\$8,713	\$9,703	2023
Homes For Independence Space Coast Inc	FL	\$84,397	President/ceo	\$38,173	\$37,706	2023
Grundy County Supportive Housing Corporation	MO	\$79,324	Executive Director	\$17,438	\$19,420	2023
Mosaic Housing Corp Xiv - Rockford	NE	\$84,510	President	\$26,896	\$29,544	2024
Lss Housing Waukesha Hickory Flats Inc	WI	\$79,130	President	\$40,683	\$43,392	2024
Freeport Community Development Inc	NY	\$79,000	President/director	\$3,000	\$2,769	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
8200-8300 Franklin Blvd	OH	\$78,955	Executive Director	\$37,042	\$40,068	2024
Shdc No 10 Inc	HI	\$84,951	Exec. Dir. & Asst Secr.	\$12,721	\$11,975	2023
Robin's Terrace Inc	OH	\$85,117	President	\$9,146	\$9,893	2024
Walnut Housing Development Corporation	PA	\$85,213	Director Of Construction	\$13,787	\$14,456	2023
Shdc No 9 Inc	HI	\$78,428	Assistant Secretary	\$12,721	\$11,975	2023
Ken-crest Housing Pa 2000 Inc	PA	\$76,628	Ceo	\$29,531	\$30,076	2024
Lulac Amistad Apartments	TX	\$87,184	Director	\$10,500	\$11,044	2023
Watertower South Inc	IN	\$88,165	Ex-officio & Regional Ceo	\$63,183	\$70,058	2023
Firehouse Place Inc	MA	\$88,198	Executive Director	\$24,789	\$22,750	2024
Proctor Community Housing Corporation	MA	\$88,365	Ceo	\$38,786	\$35,596	2024
Cynthia Gardens Housing Development	NY	\$88,911	Executive Director	\$12,178	\$11,239	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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 **137** organizations. Compensation range \$2,200–\$261,358; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$81,900); for reference, expenses \$102,721 and assets \$873,051.

ROLE MATCH	Brother Ronald Giannone, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	127 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	0 th
All sources (D + E + F), adjusted	31 st

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 (Brother Ronald Giannone) 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 137 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,243 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.