

Our Front Porch

Executive Director / CEO

EIN 831866231

CO · NTEE L40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Margaret Babyak, Executive Director / CEO** (\$79,625) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L40).

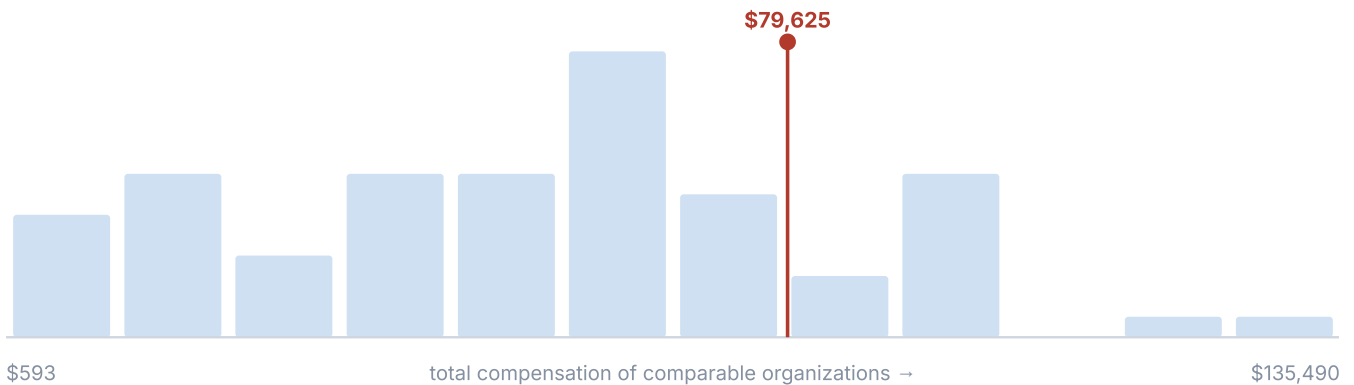
BUDGET Total revenue between \$268,489 and \$601,096 — 0.67x to 1.50x the subject's \$400,731 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

68 organizations qualified on sector, size, and geography

→ **68** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,376	\$32,031	\$56,698	\$79,625	\$92,539	\$135,490
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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 CO 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
Hoskins Park Ministries Inc	NC	\$401,432	Director	\$61,825	\$68,589	2023
Gmp Development Corp	MA	\$401,456	President & Ceo	\$4,937	\$4,627	2024
New Attitude On My Image Inc	OH	\$398,948	Exec Director	\$53,400	\$58,984	2024
Next Step Initiative Tennessee	TN	\$397,545	Executive Dir.	\$53,737	\$57,389	2025
Hearne House Inc	OH	\$393,504	Executive Dir.	\$37,500	\$42,645	2023
Housing Initiatives Of Princeton	NJ	\$392,002	Executive Director	\$49,167	\$47,133	2023
Safe Harbors Network	CA	\$391,640	Executive Dir.	\$13,210	\$11,896	2024
Grace Home Inc	OK	\$389,502	President/director	\$60,351	\$69,305	2024
Gratiot County Hope House	MI	\$377,853	Executive Director	\$65,625	\$70,641	2024
Nazareth Housing Development Corp	OH	\$376,175	Executive Di	\$61,000	\$67,379	2024
South Oakland Citizens For The	MI	\$426,298	Executive Di	\$65,000	\$68,165	2025
Servants Of Shelter Of Koochiching County	MN	\$430,647	Executive Director	\$76,200	\$80,843	2023
Samaritan House Inc	NC	\$366,778	Executive Dir.	\$79,070	\$85,204	2024
Loving Hands Childrens Home	CA	\$437,160	Executive Director	\$28,800	\$25,935	2024
Pee Wee Homes	NC	\$361,795	Director	\$550	\$593	2024
New Alternatives For Lgbt Homeless Youth Inc	NY	\$441,779	Executive Director	\$69,000	\$66,945	2023
Haven Of Hope Inc	NM	\$442,527	Executive Di	\$82,265	\$92,275	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Homes Of Hope Inc	NC	\$357,864	Executive Director	\$55,296	\$59,586	2024
Gila House Inc	AZ	\$355,543	Executive Director	\$40,000	\$40,119	2024
Walking Down Ranch Inc	AZ	\$447,141	Vice President	\$41,882	\$42,006	2024
Papilion House Inc	TX	\$352,841	President	\$34,770	\$36,272	2024
Village Of Hope Inc	MD	\$349,483	Executive Director	\$61,250	\$59,719	2024
Franklin County Women And Family Shelter	KY	\$452,315	Executive Director	\$56,273	\$63,051	2024
Active Change Recovery Inc	CA	\$346,347	President	\$25,000	\$22,513	2024
Chestnut Campus Inc	CA	\$457,585	Ceo (After 6/22)	\$39,101	\$36,252	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	68 organizations. Compensation range \$593–\$135,490; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$400,731); for reference, expenses \$280,330 and assets \$203,276.
ROLE MATCH	Margaret Babyak, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	82 nd
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	74 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 (Margaret Babyak) 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 68 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,625 is reasonable (approximately the 82nd 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.