

Ultimate Care

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Frank Erbynn, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

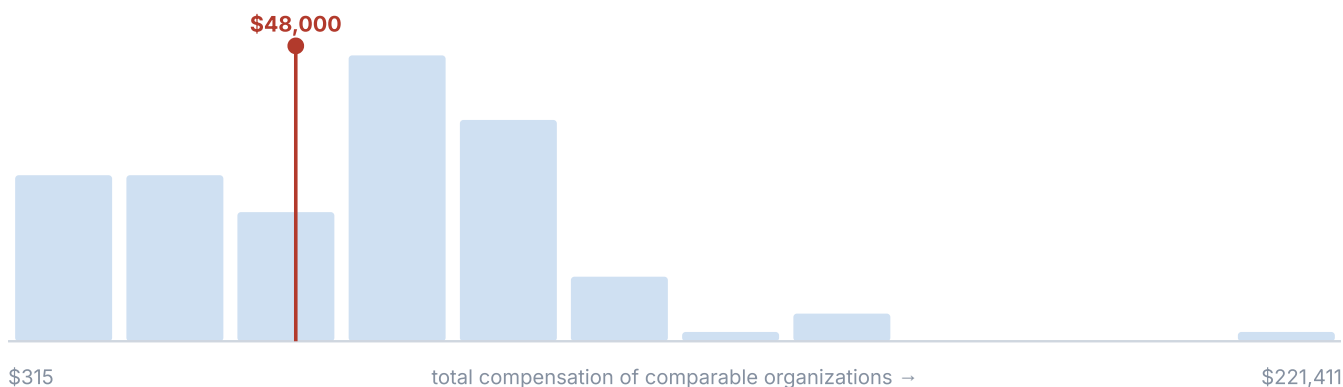
Benchmarked executive: Frank Erbynn — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82).
BUDGET	Total revenue between \$284,374 and \$636,660 — 0.67x to 1.50x the subject's \$424,440 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,968	\$34,312	\$62,181	\$79,851	\$93,513	\$48,000
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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
Choice Living Community	TX	\$421,150	Ceo	\$45,541	\$47,509	2023
North Carolina Down Syndrome	NC	\$420,752	Executive Di	\$10,031	\$10,809	2023
Sacred Ground	OH	\$420,314	Executive Director/ceo	\$74,044	\$81,787	2023
Shenandoah County Search Incorporated	VA	\$419,767	Director	\$57,802	\$55,076	2025
Working Wonders	CA	\$418,412	President	\$49,819	\$44,864	2023
Therapy Solutions Children's Services	PA	\$418,205	President	\$41,043	\$40,392	2025
Hope North Carolina Inc	NC	\$417,537	Executive Di	\$74,592	\$76,060	2025
Horses Of Hope Missouri Inc	MO	\$415,120	Executive Director	\$2,466	\$2,645	2024
Down Syndrome Partnership Of North Texas	TX	\$414,776	Exec Dir	\$84,846	\$85,973	2024
Nellie Byers Training Center Inc	LA	\$434,240	Executive Dir.	\$16,410	\$18,304	2024
Wings Of Hope Equitherapy	TX	\$435,486	Executive Director	\$58,062	\$58,833	2024
Lee's Foster Home Inc	FL	\$438,839	President	\$36,900	\$36,151	2023
Statewide Independent Living Council	AZ	\$409,235	Chief Executive Of Strategy & Innovation	\$37,596	\$36,625	2024
Central California Adaptive Sports	CA	\$407,265	President & Ceo	\$41,880	\$35,688	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Brain Injury Association Of Wyoming	WY	\$442,350	Executive Director	\$28,635	\$31,060	2024
Respite Care Of Charleston	SC	\$405,701	Executive Director	\$92,916	\$98,190	2024
Independence Unlimited Inc	CT	\$443,862	Executive Di	\$90,268	\$85,733	2024
Greener Life Solutions Inc	MD	\$444,521	Executive Director	\$149,520	\$141,599	2024
Elderly Behavioral Wellness Services Inc	CA	\$403,884	President & Ceo	\$12,000	\$10,497	2024
Southside Services Inc	MN	\$446,143	Executive Director	\$73,260	\$73,327	2024
Grand Prairie Job Center	AR	\$399,485	Executive Director	\$66,295	\$73,539	2025
Horsepower Therapeutic Riding	IL	\$399,093	President	\$67,771	\$67,491	2024
Kids Mobility Network Inc	CO	\$398,036	President	\$120,000	\$116,557	2024
Mid-nebraska Foundation Inc	NE	\$451,053	Chief Executive Officer	\$43,429	\$47,316	2024
Disabilitysa Dba Fiesta Especial	TX	\$396,835	Ceo & Exec Dir	\$81,654	\$82,738	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 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 **117** organizations. Compensation range \$315–\$221,411; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$424,440); for reference, expenses \$418,551 and assets \$30,645.
ROLE MATCH	Frank Erbynn, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	40 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	29 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 (Frank Erbynn) 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 117 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 40th 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.