

Unity Aging Services Inc

Executive Director / CEO

EIN 841684195

NY · NTEE P75

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Richard Davis Phd, Executive Director / CEO** (\$54,881) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

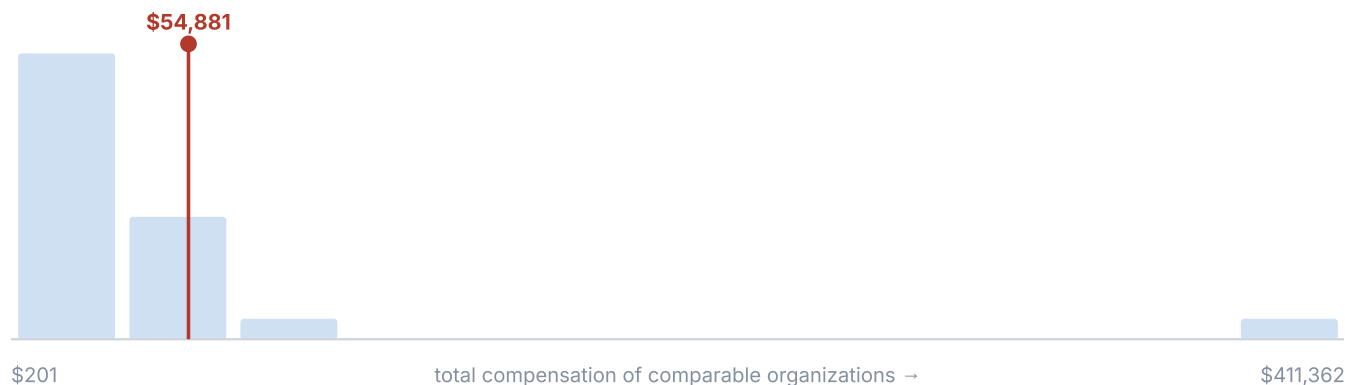
Benchmarked executive: Richard Davis Phd — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P75).
BUDGET	Total revenue between \$116,901 and \$261,720 — 0.67x to 1.50x the subject's \$174,480 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P75), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$201

total compensation of comparable organizations →

\$411,362

\$10,858

\$14,376

\$31,464

\$42,296

\$63,965

\$54,881



● 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 NY 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
Your Second Family	OH	\$177,452	Caregiver	\$27,900	\$32,702	2023
The Slovak Garden	FL	\$169,495	President	\$12,815	\$12,940	2024
Bloomfield Hills	CA	\$158,545	Board Member/ceo/cfo	\$25,600	\$24,463	2023
All Together Network Inc	MD	\$157,615	President	\$1,600	\$1,608	2024
Senior Companion Program Inc	WI	\$192,267	Executive Dir.	\$47,500	\$53,323	2024
Friendship Village Foundation	IA	\$196,568	President/ce	\$358,763	\$411,362	2025
The Kremer Home Inc	OH	\$152,097	Executive Director(2nd)	\$12,216	\$14,319	2023
Unalaska Senior Citizens	AK	\$205,613	Program Manager	\$40,365	\$42,707	2023
Home Share	MN	\$140,990	Ceo	\$10,907	\$11,584	2024
Slovak American Charitable Association	IL	\$135,660	Executive Director/secretary	\$30,000	\$31,702	2024
Caring Carroll Inc	MD	\$213,516	Executive Di	\$64,827	\$65,147	2024
The Congregational Home Foundation	KS	\$133,844	Ceo	\$173	\$201	2024
Alliance Community For Retirement Living Inc	FL	\$131,883	Asst Tres/vp Of Finance/cfo	\$30,036	\$31,226	2023
Resource Center Apartments Inc	OH	\$131,814	Secretary	\$12,777	\$14,546	2024
Abilities At Crestview Inc	FL	\$219,629	President/ceo	\$38,173	\$39,685	2023
Villagesokc Inc	OK	\$221,397	Executive Di	\$15,600	\$19,010	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Home For The Armenian Aged Inc	NJ	\$221,744	Administrator	\$33,922	\$32,556	2024
Smiles For Seniors Foundation	CA	\$123,306	Director	\$26,049	\$24,178	2024
South Mountain B'nai B'rith	NJ	\$122,554	Chief Executive Officer	\$42,786	\$41,062	2024
Harrison House Personal Care Home	PA	\$232,550	Executive Vp	\$41,926	\$44,941	2024
Mountlake Terrace Community Senior Center	WA	\$237,138	Executive Director	\$76,698	\$73,812	2024
Greenfield Manor Inc	WI	\$260,032	Executive Dir.	\$9,600	\$10,777	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	22 organizations. Compensation range \$201–\$411,362; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$174,480); for reference, expenses \$40,121 and assets \$1,338,317. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Richard Davis Phd, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	86 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Richard Davis Phd) 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 22 similarly situated organizations (Same NTEE sector (P75), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,881 is reasonable (approximately the 86th 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.