

Malayaka House Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Amy Carst, Executive Director / CEO** (\$35,000) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Amy Carst — 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 (P80).

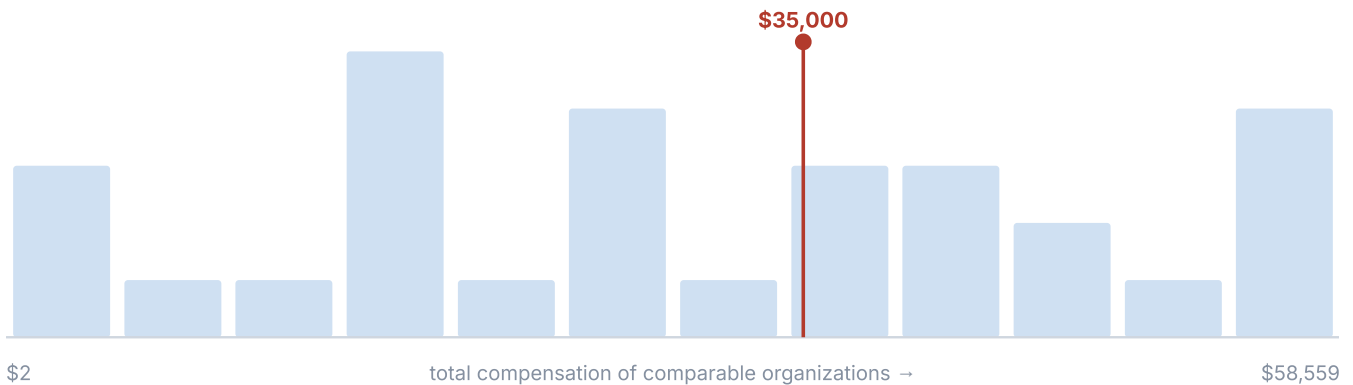
BUDGET Total revenue between \$45,082 and \$100,932 — 0.67x to 1.50x the subject's \$67,288 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,837	\$17,297	\$28,814	\$42,752	\$54,002	\$35,000
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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 VT 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
West Street Corporation	MA	\$68,223	President And Ceo	\$63,709	\$58,559	2023
Nami Athens Ohio	OH	\$68,490	Exec Director	\$38,730	\$40,755	2024
Friends Of Gwinnett County Seniors Services Inc	GA	\$69,043	Director	\$2	\$2	2023
By Provision	AL	\$65,242	Executive Di	\$44,300	\$48,954	2023
Just Keep Smiling Inc	AL	\$69,842	Founder/dire	\$2,400	\$2,652	2023
Hope 4 Mobility Inc	FL	\$62,847	Presidentbod	\$18,000	\$17,297	2023
Rise Together Ministries	MO	\$73,112	Director	\$28,800	\$31,201	2023
Paraplegics On Independent	TX	\$59,596	Exec. Direct	\$45,400	\$46,452	2023
Utah Pet Partners	UT	\$59,153	Executive Director	\$24,989	\$26,160	2023
Valley Care Community Consortium Inc	CA	\$58,785	Interim Executive Director	\$49,833	\$42,752	2024
The Youth And Family Alternatives Inc	FL	\$76,176	Chief Executive Officer	\$18,030	\$16,828	2024
Muggsy Bogues Family Foundation	NC	\$76,312	Executive Dir.	\$33,200	\$35,089	2023
Ex-muslims Of North America	VA	\$57,311	President/secretary	\$484	\$464	2024
Aviation Family Fund Inc	NC	\$55,967	Treasurer	\$10,000	\$10,569	2023
Webster Street Ii Inc	MA	\$79,081	President And Ceo	\$63,709	\$58,559	2023
Maxcen Housing Society Inc Wisconsin Branch	WI	\$81,836	Ceo	\$5,188	\$5,383	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Teachers Association Disaster	CA	\$82,148	Trustee	\$63,523	\$54,497	2024
Wood County Village Inc	OH	\$82,210	President/ceo	\$44,493	\$48,202	2023
Beans And Rice Inc	VA	\$83,362	Executive Director	\$40,000	\$38,371	2024
On With Life Supportive Housing Cor	IA	\$83,893	Exec Directo	\$33,703	\$37,746	2023
Stonebridge Movin' Out Inc	WI	\$84,998	Ceo	\$16,577	\$17,709	2023
The Pavilion At Brookmeade Inc	NY	\$85,976	Admistrator/ Ceo	\$42,427	\$39,215	2023
Valley Of The Sun School Properties One	AZ	\$88,981	Board Member	\$18,515	\$17,691	2024
Helping The Behaviorally Challenging	CA	\$89,112	President And Ceo	\$30,000	\$25,737	2024
Woods Foundation Of New Jersey Inc	NJ	\$89,961	Treasurer	\$30,458	\$27,816	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 29 organizations. Compensation range \$2–\$58,559; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$67,288); for reference, expenses \$141,464 and assets \$359,302. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Amy Carst, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	55 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	41 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 (Amy Carst) 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 29 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 is reasonable (approximately the 55th 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.