

# Pa Dream House Inc

Executive Director / CEO

EIN **871985490**  
 PA · NTEE L40  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Anthony L Shelly, Executive Director / CEO** (\$49,920) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Anthony L Shelly — reported title “AdministrativeDirector”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

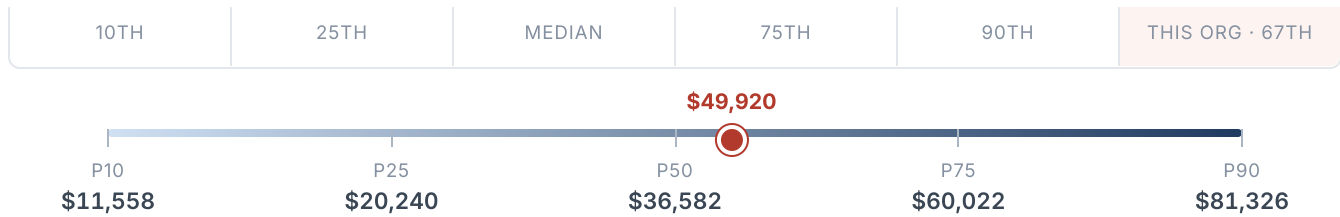
SECTOR	Organizations sharing the subject's NTEE classification (L40).
BUDGET	Total revenue between \$126,662 and \$283,573 — 0.67x to 1.50x the subject's \$189,049 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

**36** organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,558	\$20,240	\$36,582	\$60,022	\$81,326	<b>\$49,920</b>
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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 PA 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
<a href="#">Bay House Housing Development Fund</a>	NY	\$184,243	Secretary/treasurer	\$53,979	<b>\$48,912</b>	2024
<a href="#">Tabitha Ministry</a>	NC	\$183,081	Executive Director	\$14,628	<b>\$14,766</b>	2025
<a href="#">Mesa Housing Inc</a>	CO	\$182,845	Treasurer	\$14,400	<b>\$14,255</b>	2023
<a href="#">Freedom Thru Faith Ministries Inc</a>	MN	\$179,956	Secretary	\$28,165	<b>\$27,907</b>	2024
<a href="#">Arvad Ministries Incorporated</a>	LA	\$198,533	Executive Di	\$34,500	<b>\$39,220</b>	2023
<a href="#">12 Step Life</a>	OH	\$200,336	Ceo	\$76,476	<b>\$81,225</b>	2024
<a href="#">Altrusa Hospitality House Inc</a>	WI	\$206,495	Executive Di	\$73,819	<b>\$77,308</b>	2024
<a href="#">Win Decatur Housing Development Fund Corporation</a>	NY	\$208,686	President & Ceo	\$8,404	<b>\$7,615</b>	2024
<a href="#">Restore House Inc</a>	MN	\$167,940	Coordinator	\$20,965	<b>\$20,773</b>	2024
<a href="#">Stand At The Crossroads Ministries</a>	SC	\$214,681	President	\$10,000	<b>\$10,770</b>	2023
<a href="#">Family Gateway Affordable Housing Inc</a>	TX	\$215,522	President And Ceo	\$8,427	<b>\$8,453</b>	2024
<a href="#">Philippians Place</a>	NC	\$216,132	Executive Di	\$18,760	<b>\$18,936</b>	2025
<a href="#">Mz Shirliz Transitional</a>	CA	\$160,537	Board Member/program Director	\$29,520	<b>\$26,316</b>	2023
<a href="#">Phoenixville Womens Outreach</a>	PA	\$220,134	Executive Director	\$50,034	<b>\$50,034</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Surplus Property Roundtable</a>	MI	\$224,356	Executive Dir.	\$78,788	<b>\$81,548</b>	2024
<a href="#">Courage To Change Sober Living</a>	IN	\$229,969	Executive Director	\$19,550	<b>\$20,674</b>	2024
<a href="#">Somerset Lutheran Housing Community Inc</a>	PA	\$148,126	Ceo	\$343,589	<b>\$343,589</b>	2024
<a href="#">Rise - El Dorado Inc</a>	KS	\$230,561	Director	\$10,225	<b>\$11,077</b>	2024
<a href="#">The Transformation Project</a>	ME	\$145,428	Executive Director	\$72,942	<b>\$73,242</b>	2024
<a href="#">Ocl Properties Xii Inc</a>	NY	\$136,267	Chief Financial Officer	\$73,290	<b>\$66,411</b>	2024
<a href="#">The Macguire Center</a>	TX	\$135,963	Ceo	\$12,002	<b>\$12,039</b>	2024
<a href="#">Westminster Room In The Inn</a>	TN	\$244,102	Executive Di	\$27,650	<b>\$28,393</b>	2025
<a href="#">Seeds Of Hope Inc</a>	OH	\$244,140	Executive Director	\$35,161	<b>\$38,448</b>	2023
<a href="#">Darlene Slaters Rehabilitation Center</a>	MS	\$249,109	President	\$24,000	<b>\$26,804</b>	2024
<a href="#">North Beacon Hill Housing Initiative</a>	WA	\$252,682	President	\$63,876	<b>\$57,347</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **36** organizations. Compensation range \$7,615–\$343,589; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$189,049); for reference, expenses \$184,732 and assets \$77,957.
ROLE MATCH	Anthony L Shelly, reported title " <i>Administrative Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	67 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	61 <sup>st</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	53 <sup>rd</sup>

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 (Anthony L Shelly) 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 36 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,920 is reasonable (approximately the 67<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.