

Welcome House Properties Inc

Executive Director / CEO

EIN 873695976

KY · NTEE P1

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Danielle Amrine, Executive Director / CEO** (\$439) against **every comparable organization** that fit the selection criteria — **693** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

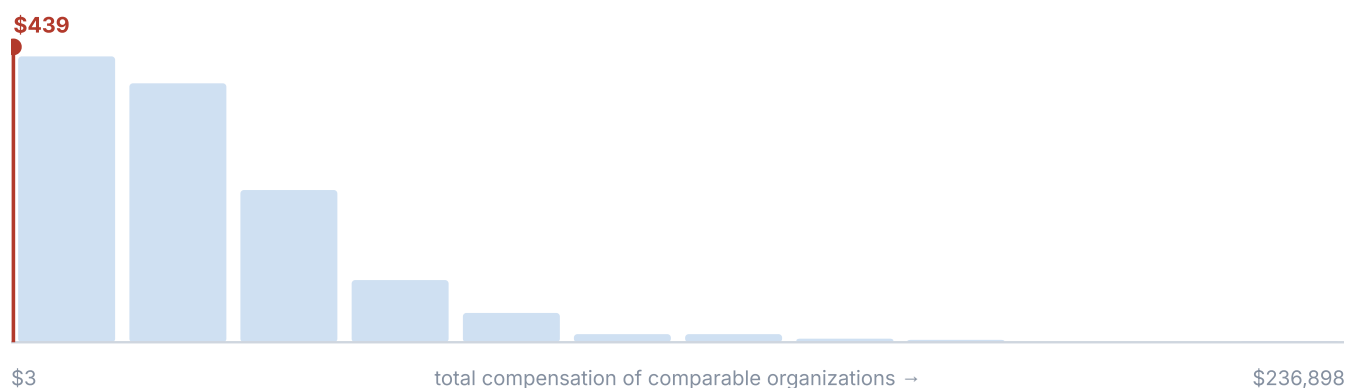
Benchmarked executive: Danielle Amrine — reported title “CHAIR & CHIEF EXECUTIVE OFFICER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P1).
BUDGET	Total revenue between \$69,903 and \$156,499 — 0.67x to 1.50x the subject's \$104,333 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

693 organizations qualified on sector, size, and geography → **693** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,773	\$14,565	\$27,798	\$45,944	\$65,778	\$439
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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 KY 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
Lbcf Properties Foundation	CA	\$104,302	President/ceo	\$8,682	\$6,978	2024
My Brothers Keeper Inc	WI	\$104,417	President Founder Mentor	\$85,512	\$80,981	2025
Spf-iiidix	IL	\$104,430	President/ceo	\$30,975	\$29,181	2023
St Ann's Greens Of Leroy Inc	NY	\$104,595	President/ceo	\$78,615	\$66,121	2024
Forever Young Activity Center	TX	\$104,600	Vice President	\$5,413	\$5,040	2024
United Latino Fund	CA	\$104,654	Executive Di	\$53,222	\$42,776	2024
Milagros Foundation	TX	\$104,007	Executive Director	\$71,036	\$66,139	2024
Hope On The Hill Inc	OR	\$104,768	Executive Dir.	\$48,500	\$41,922	2024
Masons Mission Foundation Inc	NY	\$104,780	President	\$15,800	\$13,289	2024
Life Concepts Group Home I Inc	FL	\$103,881	Chief Executive Officer	\$24,427	\$21,990	2023
Open Source Hardware Association	CO	\$104,790	Executive Director	\$77,692	\$71,389	2023
Novaco Inc	VA	\$103,864	Executive Director & Ceo	\$14,074	\$13,022	2023
Renew Massachusetts Coalition Foundation Inc	DC	\$103,850	President And Director - Start 9-2024	\$12,500	\$10,210	2024
Kula Kamala Foundation	PA	\$103,819	President &	\$127,654	\$118,489	2024
Mexiquenses Unidos De Michigan	MI	\$103,799	President	\$28,332	\$27,219	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Open Door Immigration Services Inc	MA	\$104,947	Chair	\$29,600	\$25,489	2023
Wheeler East Street Holdings Inc	IN	\$103,650	Board Member	\$13,814	\$13,559	2024
Encore Park Dallas	TX	\$103,472	Interim Executive Director	\$30,000	\$28,757	2023
Clover Foundation Inc	LA	\$105,227	Director/ceo	\$15,237	\$16,078	2023
Blessed Beginnings Inc	CA	\$105,252	President	\$825	\$682	2023
Algonquin-casino Management Inc	MA	\$103,412	President	\$3,075	\$2,648	2023
Helping Hand Ministry Inc	TN	\$103,286	Secretary/treasurer	\$32,760	\$32,052	2024
Homewerks Np	CA	\$105,454	President	\$35,640	\$28,645	2024
Helping Appalachian Rural People	OH	\$105,673	President, C	\$30,000	\$30,449	2023
Gems Development Foundation	VA	\$105,693	Executive Director	\$22,000	\$20,356	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 **693** organizations. Compensation range \$3–\$236,898; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$104,333); for reference, expenses \$569,032 and assets \$9,447,110. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Danielle Amrine, reported title " <i>CHAIR & CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	210 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 peers 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	77 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 (Danielle Amrine) 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 693 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$439 is reasonable (approximately the 1st 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.