

Homewerks Np

Executive Director / CEO

EIN 873746253

CA · NTEE P80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Crisci, Executive Director / CEO** (\$35,640) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

Benchmarked executive: Michelle Crisci — 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).

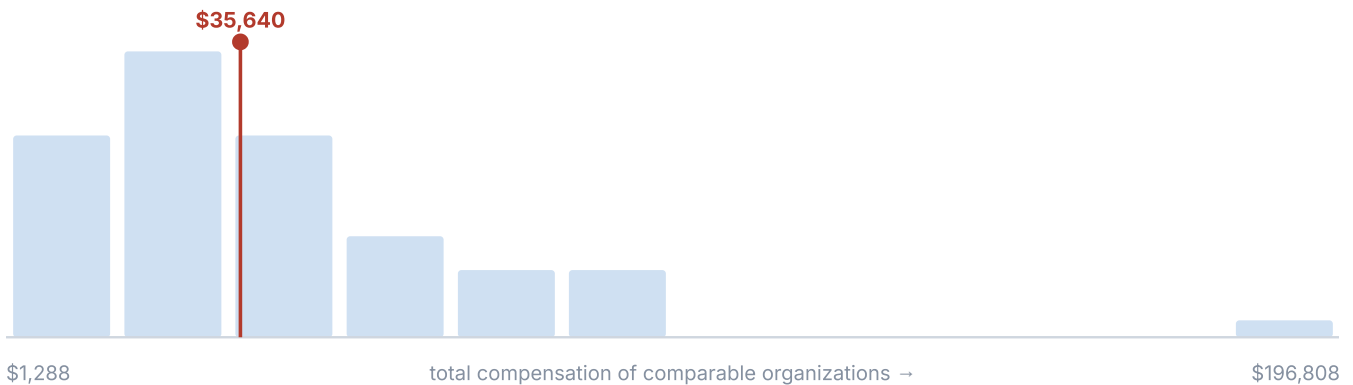
BUDGET Total revenue between \$70,654 and \$158,181 — 0.67x to 1.50x the subject's \$105,454 (the band tightens as size grows).

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

56 organizations qualified on sector, size, and geography

→ **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,245	\$20,289	\$33,665	\$53,212	\$72,478	\$35,640
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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 CA 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
Trpil	PA	\$108,521	Ceo	\$19,158	\$22,125	2024
I Am That Woman Movement Inc Nfp	IL	\$101,531	Ceo And Founder	\$1,099	\$1,288	2023
Shreveport Independent Living Inc	LA	\$109,583	President/ceo	\$21,418	\$27,312	2024
Intecare Housing Inc	IN	\$111,668	President/ceo	\$55,402	\$69,658	2023
White Oak Housing Foundation	CA	\$98,433	Ceo	\$61,000	\$62,802	2023
Smart Women Smart Money Educational Foundation	IL	\$98,289	President	\$29,500	\$33,586	2024
Love On 4 Paws Inc	CA	\$97,619	Admin Assistant	\$18,175	\$18,175	2024
Step Into Life Ministries Inc	PA	\$113,379	Exec Dir	\$6,240	\$7,419	2023
Brookshire New Birth Ministries	TX	\$113,413	Director	\$14,400	\$16,681	2024
Among Friends Activity Center Inc	OK	\$113,835	Executive Di	\$44,500	\$58,422	2023
Northeast Accessible Golf	MA	\$114,569	President/ed	\$16,000	\$16,651	2024
Neurostrong Wellness And Fitness	TX	\$94,461	President	\$21,184	\$24,540	2024
Restan Corp	OH	\$117,770	President	\$11,008	\$13,502	2024
Christopher Housing	WA	\$117,987	President And Ceo	\$24,457	\$26,106	2023
Heal Development Corporation	OH	\$119,538	Ceo	\$5,477	\$6,917	2023
Woods Foundation Of New Jersey Inc	NJ	\$89,961	Treasurer	\$30,458	\$32,423	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Helping The Behaviorally Challenging	CA	\$89,112	President And Ceo	\$30,000	\$30,000	2024
Valley Of The Sun School Properties One	AZ	\$88,981	Board Member	\$18,515	\$20,621	2024
W Connection Inc	NY	\$122,851	Executive Di	\$33,396	\$35,980	2023
The American Roundtable To Abolish	MA	\$123,680	President	\$189,117	\$196,808	2024
The Pavilion At Brookmeade Inc	NY	\$85,976	Admistrator/ Ceo	\$42,427	\$45,710	2023
Latinos Norristown Pa	PA	\$125,533	Program Coordinator	\$4,400	\$5,446	2022
Christ's Outreach For The Blind Inc	MI	\$125,792	President	\$27,420	\$33,744	2023
Stonebridge Movin' Out Inc	WI	\$84,998	Ceo	\$16,577	\$20,642	2023
On With Life Supportive Housing Cor	IA	\$83,893	Exec Directo	\$33,703	\$43,998	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 56 organizations. Compensation range \$1,288–\$196,808; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$105,454); for reference, expenses \$99,183 and assets \$1,622,289.

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

RELATED-ORG PAY	23 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	54 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	30 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 (Michelle Crisci) 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 56 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,640 is reasonable (approximately the 54th 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.