

# Fs Home Owners Foundation Inc

Executive Director / CEO

EIN 883376852

CT · NTEE Q33

FY ending 2024-01-31

June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Good, Executive Director / CEO** (\$431) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

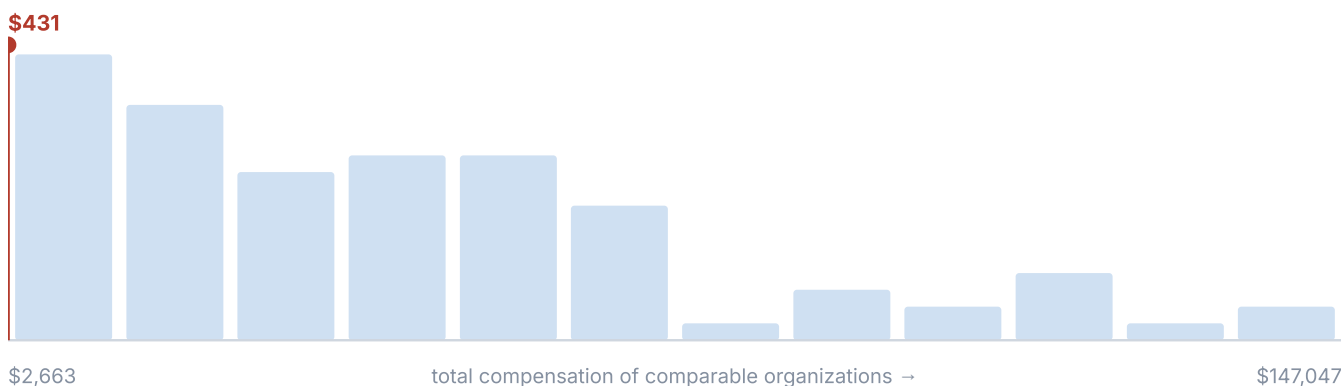
**Benchmarked executive:** Cynthia Good — reported title "SECRETARYTREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$100,215 and \$224,362 — 0.67x to 1.50x the subject's \$149,575 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,607	\$22,361	\$39,553	\$62,202	\$101,172	<b>\$431</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 CT 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="#">Missions International Inc</a>	GA	\$151,701	Executive Director & Trust	\$16,000	<b>\$17,158</b>	2024
<a href="#">Hearing Heart Missions</a>	MN	\$152,015	President	\$12,579	<b>\$13,257</b>	2024
<a href="#">Puentes De Esperanza</a>	IN	\$154,306	President	\$50,000	<b>\$57,898</b>	2023
<a href="#">Codespa America</a>	DC	\$144,538	Executive Director	\$128,057	<b>\$119,851</b>	2024
<a href="#">Missoula Medical Aid</a>	MT	\$154,927	Executive Director	\$9,300	<b>\$10,692</b>	2024
<a href="#">Focus Builders International</a>	TX	\$143,877	President	\$27,000	<b>\$28,063</b>	2025
<a href="#">His Hands Mission International</a>	AL	\$155,305	Executive Di	\$127,620	<b>\$147,047</b>	2024
<a href="#">Guatemala Healing Hands Foundation Inc</a>	NY	\$142,751	President	\$20,351	<b>\$19,107</b>	2025
<a href="#">China Passage Inc</a>	PA	\$156,771	President/director	\$79,200	<b>\$84,236</b>	2024
<a href="#">Open Arms Foundation Inc</a>	WV	\$139,946	Board Chair	\$50,350	<b>\$58,144</b>	2024
<a href="#">Global Vision Outreach Inc</a>	FL	\$159,908	Director	\$7,906	<b>\$8,156</b>	2023
<a href="#">Economic Development And Empowerment Through Mentoring</a>	MA	\$139,080	Excecutive Director	\$11,450	<b>\$10,974</b>	2024
<a href="#">Mountaintop International</a>	DC	\$138,462	Ceo	\$40,999	<b>\$39,505</b>	2023
<a href="#">Parish Twinning Program Of The Americas</a>	IN	\$160,994	Executive Director	\$100,000	<b>\$115,795</b>	2023
<a href="#">Barnabas Ministries Inc</a>	PA	\$162,050	Executive Di	\$36,000	<b>\$38,289</b>	2024
<a href="#">Pace Universal</a>	CA	\$136,954	Founder	\$57,450	<b>\$54,472</b>	2023
<a href="#">The Tia Foundation Inc</a>	AZ	\$136,226	President Ceo	\$71,433	<b>\$73,270</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Small-scale Sustainable Infra-</a>	MA	\$163,039	Treasurer	\$24,750	<b>\$24,421</b>	2023
<a href="#">Children Up</a>	IL	\$163,314	Executive Director	\$46,388	<b>\$47,385</b>	2025
<a href="#">Shoulder To Shoulder Ministries Inc</a>	FL	\$135,560	President	\$73,240	<b>\$73,382</b>	2024
<a href="#">Christian Dominican Medical Mission</a>	TX	\$165,638	Intern Director	\$5,616	<b>\$5,992</b>	2024
<a href="#">Heart Of Christ-corazon De Cristo Inc</a>	AL	\$165,779	President	\$11,300	<b>\$13,020</b>	2024
<a href="#">Partners For Cancer Care And</a>	MD	\$166,465	Executive Director	\$61,500	<b>\$63,134</b>	2023
<a href="#">Overseas Tribal Services Inc Ots</a>	CO	\$131,089	Employee	\$39,328	<b>\$40,220</b>	2024
<a href="#">Medical Teams Worldwide</a>	TN	\$130,259	Director/president	\$11,980	<b>\$13,084</b>	2025

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

## ■ Sample, role match & sensitivity

PEER COUNT	<b>84</b> organizations. Compensation range \$2,663–\$147,047; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$149,575); for reference, expenses \$119,224 and assets \$453,547.
ROLE MATCH	Cynthia Good, reported title " <i>SECRETARYTREASURER</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** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	1 <sup>st</sup>
All sources (D + E + F), adjusted	0 <sup>th</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 (Cynthia Good) 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 84 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$431 is reasonable (approximately the 0<sup>th</sup> 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.