

Hale Meekins Residence Inc

Executive Director / CEO

EIN 043172372
 MA · NTEE P80Z
 FY ending 2023-06-30
 June 13, 2026

This analysis benchmarks the total compensation of **Steven Winn, Executive Director / CEO** (\$14,178) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

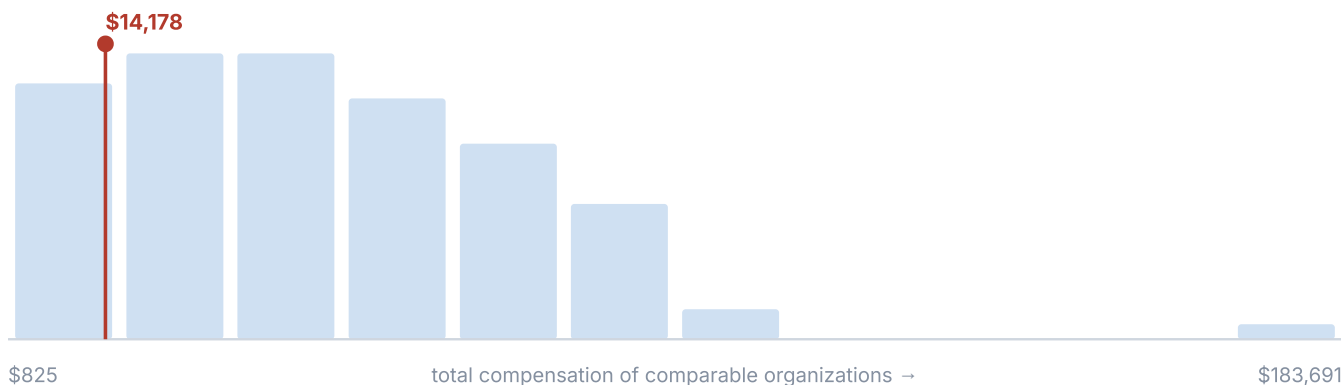
Benchmarked executive: Steven Winn — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80Z).
BUDGET	Total revenue between \$96,908 and \$216,958 — 0.67x to 1.50x the subject's \$144,639 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

96 organizations qualified on sector, size, and geography → **96** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,312	\$21,903	\$40,947	\$62,986	\$78,388	\$14,178
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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 MA 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
Bontempo Inc	MA	\$145,059	Executive Director	\$19,712	\$19,146	2024
The Lgbtq Center Inc	IN	\$145,929	Executive Director	\$39,000	\$44,455	2024
Hope Community Inc Of White Lake	MI	\$143,124	President	\$69,344	\$79,650	2023
Women's E-news	NY	\$143,093	Executive Director	\$82,500	\$80,580	2024
East Suburban Citizen Advocacy Inc	PA	\$142,829	Executive Director	\$65,200	\$70,279	2024
Rose Of Sharon Equestrian School Inc	MD	\$147,091	Executive Director	\$41,600	\$43,280	2023
Scenic City Women's Network	TN	\$147,199	Executive Di	\$25,000	\$29,243	2023
Women Are Dreamers Too	GA	\$141,700	Exec Director	\$13,990	\$15,205	2024
Deaf & Hard Of Hearing Services Of	FL	\$141,485	Executive Director	\$38,000	\$39,726	2023
Street Bean Espresso	WA	\$147,911	Director Of Operations	\$78,569	\$78,280	2023
Amy's Wish With Wings	TX	\$148,731	President	\$6,470	\$6,995	2024
Plymouth Homes Inc	MD	\$149,279	Treasurer	\$28,731	\$29,034	2024
Womensource Inc	GA	\$139,875	Exec. Direct	\$44,846	\$48,739	2024
Beyond The Natural Foundation	MD	\$136,830	Executive Director	\$38,690	\$39,098	2024
Colorado Black Caucus	CO	\$154,950	Executive Director	\$32,000	\$33,166	2024
Life Styles Foundation Inc	AR	\$155,173	Executive Director	\$10,246	\$12,128	2025
Lowcountry Alliance For Model Communitie	SC	\$155,380	Co-executive Director	\$21,692	\$24,461	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mount Vernon At Home Inc	VA	\$155,539	Exective Director	\$39,692	\$42,648	2023
Lutheran Housing Services 12 Inc	OH	\$155,726	President/ce	\$54,426	\$62,309	2024
Miracle League Of Las Vegas	NV	\$131,748	Executive Director	\$55,000	\$59,590	2024
Center For Wisdoms Women	ME	\$130,877	Executive Director	\$72,127	\$78,067	2024
Methow Valley Riding Unlimited	WA	\$130,663	Program Director	\$31,733	\$30,709	2024
Meridian Place Development	OH	\$159,011	Ceo	\$5,477	\$6,455	2023
Gods Heart Ministry	CA	\$159,130	Director	\$18,175	\$17,465	2023
Academy For Grassroots Organizations	CA	\$159,606	President & Ceo	\$80,624	\$75,251	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 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 MA 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	96 organizations. Compensation range \$825–\$183,691; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$144,639); for reference, expenses \$184,906 and assets \$637,626.
ROLE MATCH	Steven Winn, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 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	15 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	92 nd

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 (Steven Winn) 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 13, 2026, comparing compensation against 96 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,178 is reasonable (approximately the 15th 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 13, 2026.