

# Rockvale Community Housing Corporation

Executive Director / CEO

EIN 043534734  
 MA · NTEE L20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Teronda Ellis, Executive Director / CEO** (\$18,350) against **every comparable organization** that fit the selection criteria — **294** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

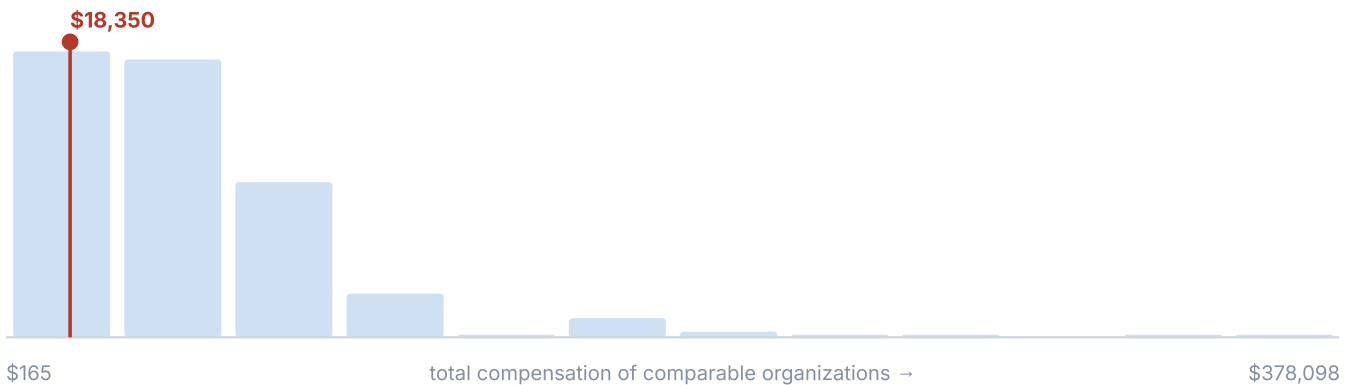
**Benchmarked executive:** Teronda Ellis — reported title "CHIEF EXECUTIVE OFFICER", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$261,513 and \$585,477 — 0.67x to 1.50x the subject's \$390,318 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

**294** organizations qualified on sector, size, and geography → **294** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,543	\$21,438	\$44,469	\$65,614	\$96,561	\$18,350
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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
<a href="#">Cedar Development Inc</a>	OH	\$391,101	Executive Director	\$66,000	<b>\$75,558</b>	2024
<a href="#">Maple Lake Housing Development</a>	MN	\$388,700	Manager	\$41,592	<b>\$44,422</b>	2024
<a href="#">Islandview Housing Development Fund</a>	NY	\$388,257	Cfo	\$23,006	<b>\$23,134</b>	2023
<a href="#">Community Alliance Housing Corporation I</a>	NE	\$387,633	President & Ceo	\$38,477	<b>\$44,732</b>	2024
<a href="#">Williamsburg Area Improved Dwellings Inc</a>	PA	\$393,059	Manager	\$47,544	<b>\$51,248</b>	2024
<a href="#">Lighthouse Living Centers Inc</a>	TX	\$394,064	President	\$24,213	<b>\$26,953</b>	2023
<a href="#">Community Development Coalition Corporation</a>	FL	\$394,120	Chief Executive Officer	\$119,818	<b>\$125,259</b>	2023
<a href="#">Nassausuffolk Partnership Housing</a>	NY	\$394,170	Exec. Vp/coo	\$66,592	<b>\$65,042</b>	2024
<a href="#">573 Warren Street Housing</a>	NY	\$385,815	Secretary	\$13,130	<b>\$12,824</b>	2024
<a href="#">Quest Village Iii Of Georgia Inc</a>	GA	\$385,170	President & Ceo	\$6,326	<b>\$7,078</b>	2023
<a href="#">North Florida Educational Development Corporation</a>	FL	\$385,000	Executive Director	\$28,000	<b>\$29,271</b>	2023
<a href="#">Vermont Village Community Development Corp Inc</a>	CA	\$383,744	Executive Director	\$84,725	<b>\$81,414</b>	2023
<a href="#">United Church Residences Of Fredonia New York</a>	OH	\$383,310	Treasury	\$50,772	<b>\$58,125</b>	2024
<a href="#">Lighthouse Living Centers No 2 Inc</a>	TX	\$397,478	President	\$24,213	<b>\$26,953</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Aspire Indiana Housing Inc</a>	IN	\$397,799	President/ceo	\$55,402	<b>\$65,016</b>	2023
<a href="#">United Church Residences Of Corinth Mississippi Inc</a>	OH	\$397,854	Treasurer	\$34,230	<b>\$40,345</b>	2023
<a href="#">Islesboro Affordable Property</a>	ME	\$382,599	Executive Direc	\$52,000	<b>\$57,944</b>	2023
<a href="#">St Peters Supportive Housing Inc</a>	CA	\$382,447	Executive Dir.	\$13,111	<b>\$12,599</b>	2023
<a href="#">Christian Care Mesa Iii</a>	AZ	\$398,497	President/ceo	\$78,149	<b>\$81,238</b>	2024
<a href="#">Providence Dethman House</a>	WA	\$381,831	President & Treasurer	\$390,705	<b>\$378,098</b>	2024
<a href="#">Santa Barbara Housing Assistance Co</a>	CA	\$381,772	Director/pre	\$22,000	<b>\$20,534</b>	2024
<a href="#">Home Partnership Of Cecil County Inc</a>	MD	\$381,630	President & Ceo	\$7,490	<b>\$7,792</b>	2023
<a href="#">Athens Housing Redevelopment Inc</a>	GA	\$400,017	Former Presi	\$2,210	<b>\$2,473</b>	2023
<a href="#">Amistad Housing Development</a>	TX	\$400,158	Executive Di	\$41,666	<b>\$45,051</b>	2024
<a href="#">Quadraplex Housing Inc</a>	MA	\$380,340	Chief Executive Officer	\$39,656	<b>\$38,518</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **294** organizations. Compensation range \$165–\$378,098; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$390,318); for reference, expenses \$291,896 and assets \$1,707,295.
ROLE MATCH	Teronda Ellis, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	177 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</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 (Teronda Ellis) 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 294 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,350 is reasonable (approximately the 20<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.