

# Rebuilding Together Hartford Inc

Executive Director / CEO

EIN 061418008  
 CT · NTEE L81  
 FY ending 2024-06-30  
 June 13, 2026

This analysis benchmarks the total compensation of **Dawn Whalen, Executive Director / CEO** (\$87,200) against **every comparable organization** that fit the selection criteria — **1309** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Dawn Whalen — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L81).
BUDGET	Total revenue between \$318,108 and \$712,183 — 0.67x to 1.50x the subject's \$474,789 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

**1,309** organizations qualified on sector, size, and geography → **1,309** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,223	\$26,415	\$51,184	\$74,218	\$106,905	\$87,200
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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="#">Icl Myrtle Avenue Housing</a>	NY	\$475,258	Chair Person	\$25,107	<b>\$24,912</b>	2023
<a href="#">Parkwood Properties Ltd</a>	WI	\$475,383	President/ceo	\$138,859	<b>\$159,238</b>	2023
<a href="#">Compassionate Hands Inc</a>	TN	\$475,540	Executive Director	\$69,520	<b>\$77,938</b>	2024
<a href="#">National Church Residences</a>	OH	\$476,123	President	\$48,755	<b>\$53,655</b>	2025
<a href="#">The Landing Apartments</a>	MN	\$473,206	President & Executive Vp	\$22,614	<b>\$23,832</b>	2024
<a href="#">North Texas Housing Partners</a>	TX	\$476,449	President	\$19,755	<b>\$21,076</b>	2024
<a href="#">Jonah Affordable Housing</a>	TN	\$476,478	Executive Director	\$37,497	<b>\$42,037</b>	2024
<a href="#">Leading Age Nebraska</a>	NE	\$473,000	Ceo	\$124,635	<b>\$142,972</b>	2024
<a href="#">National Church Residences Development</a>	OH	\$472,912	President	\$46,401	<b>\$52,416</b>	2024
<a href="#">Ministerial Association Temporary</a>	TN	\$476,869	Executive Director	\$49,585	<b>\$54,156</b>	2025
<a href="#">Drayton Pines Inc</a>	NC	\$477,082	Secretary/treasurer	\$46,419	<b>\$51,155</b>	2024
<a href="#">Brookset Housing Development Fund</a>	NY	\$472,312	President (Through 2/23/24)	\$16,551	<b>\$15,951</b>	2024
<a href="#">Columbia Housing Center Inc</a>	MD	\$477,279	Executive Director	\$106,113	<b>\$105,807</b>	2024
<a href="#">Habitat Housing Solutions Inc</a>	FL	\$477,289	President & Ceo	\$31,879	<b>\$32,884</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Project Home Development Corporation</a>	WI	\$477,316	Executive Director	\$5,035	<b>\$5,608</b>	2024
<a href="#">Sandstone Housing Corporation</a>	NY	\$477,374	Executive Director	\$69,056	<b>\$64,838</b>	2025
<a href="#">Plympton Elderly Housing Corporation</a>	MA	\$472,124	Chief Executive Officer	\$43,568	<b>\$41,756</b>	2024
<a href="#">Marys Place Pittsburgh</a>	PA	\$472,123	Executive Director (Enter 1/12/24)	\$47,956	<b>\$51,006</b>	2024
<a href="#">Habitat For Humanity Of Wichita Falls</a>	TX	\$472,032	Executive Director	\$46,600	<b>\$51,184</b>	2023
<a href="#">Hope &amp; Door</a>	PA	\$471,977	Executive Director	\$2,596	<b>\$2,761</b>	2024
<a href="#">Vinecrest Senior Apartments Inc</a>	CA	\$477,837	Ceo	\$29,210	<b>\$26,901</b>	2024
<a href="#">Colorado Community Land Trust</a>	CO	\$478,191	Ceo/executive Director	\$6,457	<b>\$6,603</b>	2024
<a href="#">Dublin Transit Eah Inc</a>	CA	\$478,483	President	\$32,623	<b>\$30,044</b>	2024
<a href="#">Community Supportive Living Systems</a>	IL	\$478,532	President/ce	\$74,733	<b>\$80,674</b>	2023
<a href="#">Urban League Of Southern Ct Inc</a>	CT	\$479,013	Ceo	\$164,438	<b>\$164,438</b>	2024

**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	1309 organizations. Compensation range \$83–\$644,704; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$474,789); for reference, expenses \$533,360 and assets \$382,094.
ROLE MATCH	Dawn Whalen, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	721 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	68 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	83 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	86 <sup>th</sup>
Reportable pay only (column D), adjusted	87 <sup>th</sup>
All sources (D + E + F), adjusted	32 <sup>nd</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 (Dawn Whalen) 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 1309 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,200 is reasonable (approximately the 83<sup>rd</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 13, 2026.