

Continuum Supportive Housing Of

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Patti L Walker, Executive Director / CEO** (\$99,790) against **every comparable organization** that fit the selection criteria — **195** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Patti L Walker — reported title "PRESIDENT & CEO (UNTIL 7/2/24)", 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 \$69,820 and \$156,313 — 0.67x to 1.50x the subject's \$104,209 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

195 organizations qualified on sector, size, and geography → **195** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$7,205	\$16,280	\$31,409	\$56,271	\$73,162	\$99,790
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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
South Shore Group Home Iv Inc	MA	\$104,417	Chief Executive Officer	\$39,656	\$38,007	2024
Pioneer Housing Development Corp Inc	KY	\$104,463	Secretary/treasurer	\$4,125	\$4,727	2024
Habitat For Humanity Of Genesee	NY	\$103,514	Executive Di	\$53,748	\$50,465	2025
Jonquil Development Corp	IL	\$103,508	Director/ceo	\$19,212	\$20,739	2023
Cpnj Warren Residence Inc	NJ	\$105,036	Ceo - President	\$17,303	\$16,963	2023
Harbor House Movin' Out Inc	WI	\$103,123	Ceo	\$18,932	\$21,088	2024
Sonrisa Apartments Inc	AZ	\$102,815	President & Ceo	\$10,460	\$10,729	2024
Westend Terzetto's	ND	\$102,732	Secretary	\$16,389	\$22,204	2021
Tuskegee Housing Development Corporation	AL	\$105,940	Secretary	\$8,751	\$10,083	2024
Rall Place Inc	KY	\$106,026	Cfo	\$46,218	\$52,959	2024
Independent Living Horizons Five Inc	GA	\$106,098	President/ceo	\$21,151	\$23,352	2023
St Vincents Fruitland Apartments Ltd	ID	\$106,631	Executive Director	\$16,468	\$19,236	2023
Abilities At Fountain Square Inc	FL	\$106,666	President/ceo	\$38,173	\$39,377	2023
White's Livery Housing Development	NY	\$106,819	Interim Ceo (February - July)	\$7,500	\$7,442	2023
Ottawa River Estates	OH	\$107,271	Executive Director	\$6,211	\$7,223	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ken-crest Housing Pa 2009 Inc	PA	\$107,399	Ceo	\$29,531	\$31,409	2024
Ellett Road Apartments Corp	VA	\$100,547	Ceo/president	\$59,710	\$61,489	2024
Delta Community Development And Law	AR	\$108,000	President And Ceo	\$6,000	\$7,193	2024
Aim Community Living Inc	NY	\$108,072	Executive Director	\$36,676	\$35,347	2024
Bell Tower North Inc	IN	\$100,107	Ex-officio & Regional Ceo	\$63,183	\$73,162	2023
Next Step Housing Inc	MD	\$99,899	President	\$20,272	\$20,811	2023
Watertower Residential Inc	IN	\$108,546	Ex-officio & Regional Ceo	\$63,183	\$73,162	2023
Argonaut House 2	WA	\$108,603	Executive Director	\$10,769	\$10,283	2024
Palmetto Housing Corporation	SC	\$108,638	Executive Director	\$9,421	\$10,482	2024
Mojave Cedar Supportive Housing Inc	MN	\$108,649	President/tr	\$68,006	\$69,822	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.

● Sample, role match & sensitivity

PEER COUNT 195 organizations. Compensation range \$844–\$314,145; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$104,209); for reference, expenses \$153,466 and assets \$381,220. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Patti L Walker, reported title " <i>PRESIDENT & CEO (UNTIL 7/2/24)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	156 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	73 rd

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 (Patti L Walker) 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 195 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,790 is reasonable (approximately the 94th 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.