

# Watertower West Inc

Executive Director / CEO

EIN 200475502

IN · NTEE F33

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **William Trowbridge, Executive Director / CEO** (\$63,183) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** William Trowbridge — reported title “EX-OFFICIO & REGIONAL CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (F33).

**BUDGET** Total revenue between \$66,679 and \$149,281 — 0.67x to 1.50x the subject's \$99,521 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F33), nationwide + budget 0.67–1.5x revenue.

**31** organizations qualified on sector, size, and geography

→ **31** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,278

\$16,977

\$25,769

\$60,465

\$60,999

**\$63,183**



## ● 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 IN 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="#">Spf-iroch</a>	IL	\$99,742	President/ceo	\$30,975	<b>\$28,877</b>	2023
<a href="#">Lakeview Place Inc</a>	FL	\$100,580	Board Chair	\$11,777	<b>\$10,491</b>	2023
<a href="#">Ocl Properties Iii West Inc</a>	NY	\$98,287	Chief Financial Officer	\$73,290	<b>\$60,999</b>	2024
<a href="#">Cla Homes I Corp</a>	VA	\$98,070	Executive Director	\$3,855	<b>\$3,340</b>	2025
<a href="#">Richardville Apartments li Inc</a>	IN	\$96,141	President	\$44,374	<b>\$43,101</b>	2024
<a href="#">Project Share Vi Inc</a>	NY	\$103,215	Executive Director	\$70,564	<b>\$60,465</b>	2023
<a href="#">Valley Of The Sun School Properties Six</a>	AZ	\$95,649	Board Member	\$19,940	<b>\$18,185</b>	2023
<a href="#">Ocl Properties Vii Inc</a>	NY	\$104,552	Chief Financial Officer	\$73,290	<b>\$60,999</b>	2024
<a href="#">Burrell Housing Options Corporation</a>	MO	\$94,337	President And Ceo - Pfh	\$270,117	<b>\$271,294</b>	2023
<a href="#">Aspire To Be Great</a>	OH	\$104,983	Exective Director	\$20,809	<b>\$20,300</b>	2024
<a href="#">Project Share Vii Inc</a>	NY	\$93,702	Executive Director	\$70,564	<b>\$60,465</b>	2023
<a href="#">Bell Tower Inc</a>	IN	\$109,853	Ex-officio & Regional Ceo	\$63,183	<b>\$63,183</b>	2023
<a href="#">180 Recovery House</a>	AL	\$88,295	Director	\$21,830	<b>\$25,145</b>	2021
<a href="#">Orchard Community Inc</a>	CA	\$88,278	Ceo	\$42,385	<b>\$33,710</b>	2024
<a href="#">Bunker Residential Home</a>	MO	\$111,118	Manager	\$23,914	<b>\$23,329</b>	2024
<a href="#">Castor Housing Development Corporation</a>	PA	\$82,752	Director Of Construction	\$13,787	<b>\$13,038</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Thresholds Housing Inc</a>	IL	\$116,338	Chief Executive Officer	\$29,764	<b>\$27,748</b>	2023
<a href="#">Woolard Homes Inc</a>	MD	\$82,272	President	\$20,272	<b>\$17,972</b>	2023
<a href="#">Stepping Stones To Success Inc</a>	CA	\$118,760	Ceo	\$32,400	<b>\$25,769</b>	2024
<a href="#">New Strides Inc</a>	NY	\$79,531	Executive Dir.	\$11,129	<b>\$9,263</b>	2024
<a href="#">Dream Works Inc</a>	NC	\$76,982	Executive Director	\$8,929	<b>\$8,278</b>	2025
<a href="#">Obed Apartments Inc</a>	RI	\$124,781	President	\$52,490	<b>\$47,728</b>	2023
<a href="#">East Pittsburgh Commons Inc</a>	PA	\$73,506	President & Ceo	\$5,667	<b>\$5,205</b>	2024
<a href="#">Southlake Center Residential Inc</a>	IN	\$71,939	Ex-officio & Regional Ceo	\$63,183	<b>\$63,183</b>	2023
<a href="#">Westside Community Residence Inc</a>	NY	\$70,315	Ceo	\$18,651	<b>\$15,982</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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** 31 organizations. Compensation range \$3,340–\$271,294; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$99,521); for reference, expenses \$164,637 and assets \$1,062,484. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** William Trowbridge, reported title "*EX-OFFICIO & REGIONAL CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	26 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (William Trowbridge) 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 31 similarly situated organizations (Same NTEE sector (F33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,183 is reasonable (approximately the 90<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.