

This analysis benchmarks the total compensation of **Trena Garrett, Executive Director / CEO** (\$70,723) against **every comparable organization** that fit the selection criteria — **203** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

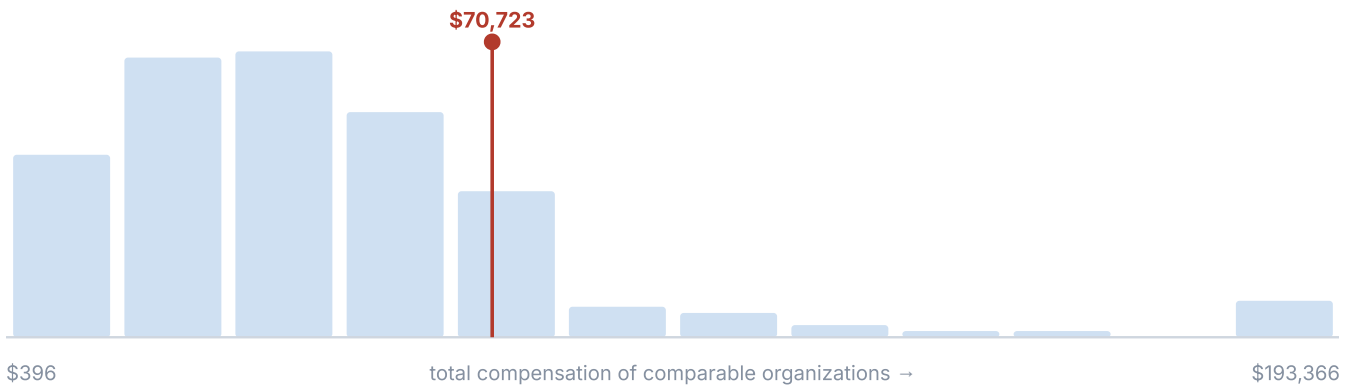
Benchmarked executive: Trena Garrett — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$192,757 and \$431,547 — 0.67x to 1.50x the subject's \$287,698 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

203 organizations qualified on sector, size, and geography → **203** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,463	\$24,379	\$41,690	\$59,733	\$74,669	\$70,723
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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 WA 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
Redmond Elderly Housing Association	WA	\$288,174	President Of Ccs/chs & Ex-officio	\$47,074	\$48,464	2023
Eliza Johnson Center For The Aging	TX	\$289,575	Chairman	\$1,200	\$1,380	2023
Pleasant Street Housing Inc	ME	\$283,651	Executive Director	\$6,474	\$7,054	2025
Asi Kansas City Inc	MN	\$282,961	President/tr	\$68,006	\$73,121	2025
Lytle Trace Inc	OH	\$293,086	Chief Executive Officer	\$8,517	\$10,076	2024
1850 North Croskey Development	PA	\$280,632	President	\$62,690	\$71,890	2023
Common Ground Development	MA	\$280,360	Vice Preside	\$30,745	\$30,859	2024
Lupine Housing Inc	CA	\$279,929	Executive Dir.	\$3,602	\$3,474	2024
Partnership Housing Of Southwest Alabama	AL	\$296,079	Executive Director	\$30,333	\$37,683	2023
Oaklawn Apartments Inc	IN	\$278,851	President & Ceo	\$52,409	\$61,731	2024
Jewish Community Housing Inc	OH	\$278,174	Assistant Treasurer Until 7/27/2022	\$40,331	\$49,121	2023
Bethany House Of Cumberland County	PA	\$297,673	Executive Di	\$50,000	\$57,337	2023
South Lake Tahoe Supportive Housing	MN	\$298,799	President	\$65,715	\$74,669	2023
Tb Housing Development Fund Company Inc	NY	\$276,508	Cfo	\$23,006	\$23,906	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fields Corner Housing Corporation	MA	\$276,402	Executive Director	\$3,850	\$3,864	2024
Leeway-putnam Housing Corporation	CT	\$274,517	Executive Director	\$56,722	\$59,402	2024
Mike Foyes Homes Inc	WA	\$301,198	President	\$22,967	\$22,967	2024
Greencastle Of Allerton	IL	\$301,241	President & Ceo	\$50,615	\$55,579	2024
Grandview Second Corporation	RI	\$273,292	President - Trustee	\$83,575	\$89,509	2024
Snhs Ashland Elderly Housing Inc	NH	\$272,981	Treasurer	\$53,564	\$53,818	2025
Carolina Senior Living	NC	\$269,564	President/ceo	\$48,900	\$56,435	2024
Plazas De Merced	CO	\$269,480	Vice President	\$34,402	\$37,933	2023
Our Neighbors Inc	NC	\$268,874	Executive Dir.	\$39,000	\$43,850	2025
Snhs Elderly Housing V Inc	NH	\$268,258	Treasurer	\$53,564	\$53,818	2025
Exhale Women's Fellowship	NJ	\$308,865	Executive Di	\$19,200	\$19,713	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 203 organizations. Compensation range \$396–\$193,366; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$287,698); for reference, expenses \$389,616 and assets \$652,212.

ROLE MATCH	Trena Garrett, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	173 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	80 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	12 th

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 (Trena Garrett) 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 203 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,723 is reasonable (approximately the 80th 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.