

Westend Terzetto's

Executive Director / CEO

EIN 201948663

ND · NTEE L20

FY ending 2021-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Terry Hanson, Executive Director / CEO** (\$16,389) against **every comparable organization** that fit the selection criteria — **194** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: Terry Hanson — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L20).

BUDGET Total revenue between \$68,830 and \$154,098 — 0.67x to 1.50x the subject's \$102,732 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

194 organizations qualified on sector, size, and geography → **194** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$5,335	\$11,763	\$23,182	\$39,069	\$54,001	\$16,389
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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 ND 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
Sonrisa Apartments Inc	AZ	\$102,815	President & Ceo	\$10,460	\$7,919	2024
Harbor House Movin' Out Inc	WI	\$103,123	Ceo	\$18,932	\$15,564	2024
Jonquil Development Corp	IL	\$103,508	Director/ceo	\$19,212	\$15,307	2023
Habitat For Humanity Of Genesee	NY	\$103,514	Executive Di	\$53,748	\$37,247	2025
Continuum Supportive Housing Of	CT	\$104,209	President & Ceo (Until 7/2/24)	\$99,790	\$73,654	2024
South Shore Group Home Iv Inc	MA	\$104,417	Chief Executive Officer	\$39,656	\$28,052	2024
Pioneer Housing Development Corp Inc	KY	\$104,463	Secretary/treasurer	\$4,125	\$3,489	2024
Ellett Road Apartments Corp	VA	\$100,547	Ceo/president	\$59,710	\$45,384	2024
Cpnj Warren Residence Inc	NJ	\$105,036	Ceo - President	\$17,303	\$12,520	2023
Bell Tower North Inc	IN	\$100,107	Ex-officio & Regional Ceo	\$63,183	\$54,001	2023
Next Step Housing Inc	MD	\$99,899	President	\$20,272	\$15,360	2023
Tuskegee Housing Development Corporation	AL	\$105,940	Secretary	\$8,751	\$7,442	2024
Garden Street Apartments Inc	MA	\$99,500	President (As Of 8/22/22)	\$2,702	\$1,968	2023
Rall Place Inc	KY	\$106,026	Cfo	\$46,218	\$39,089	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Independent Living Horizons Five Inc	GA	\$106,098	President/ceo	\$21,151	\$17,236	2023
St Vincents Fruitland Apartments Ltd	ID	\$106,631	Executive Director	\$16,468	\$14,198	2023
Abilities At Fountain Square Inc	FL	\$106,666	President/ceo	\$38,173	\$29,063	2023
White's Livery Housing Development	NY	\$106,819	Interim Ceo (February - July)	\$7,500	\$5,492	2023
Ottawa River Estates	OH	\$107,271	Executive Director	\$6,211	\$5,331	2023
Ken-crest Housing Pa 2009 Inc	PA	\$107,399	Ceo	\$29,531	\$23,182	2024
Lss Housing Willow Wood Inc	WI	\$97,736	President	\$38,239	\$32,366	2023
Dulaney Station Community Housing	MD	\$97,710	President	\$25,805	\$19,552	2023
The Seeds Of Hope Housing Inc	MA	\$97,618	Executive Director	\$33,878	\$24,673	2023
Delta Community Development And Law	AR	\$108,000	President And Ceo	\$6,000	\$5,309	2024
Aim Community Living Inc	NY	\$108,072	Executive Director	\$36,676	\$26,089	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND cost of living and 2021 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 ND 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	194 organizations. Compensation range \$641–\$231,868; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$102,732); for reference, expenses \$112,520 and assets \$278,901.
ROLE MATCH	Terry Hanson, reported title "SECRETARY", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	157 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	37 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	49 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 (Terry Hanson) 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 194 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$16,389 is reasonable (approximately the 37th 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.