

Workforce Housing Coalition Of The Greater Seacoas

EIN 261664901

NH · NTEE L02

FY ending 2023-12-31

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Nick Taylor, Executive Director / CEO** (\$81,632) against **every comparable organization** that fit the selection criteria — **972** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

Benchmarked executive: Nick Taylor — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L02).
BUDGET	Total revenue between \$148,930 and \$333,427 — 0.67x to 1.50x the subject's \$222,285 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

972 organizations qualified on sector, size, and geography → **972** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,614 10TH	\$21,395 25TH	\$40,838 MEDIAN	\$66,436 75TH	\$85,195 90TH	\$81,632 THIS ORG · 89TH
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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 NH 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
Aaa Elderly Housing - Brett H Bradshaw	AR	\$222,250	Executive Director	\$12,818	\$15,604	2023
Network Housing '94 Petzinger Inc	OH	\$222,328	Ceo (Exited 3.24.25)	\$30,598	\$34,091	2024
Lincoln Avenue Apartments Inc	CA	\$222,479	President	\$43,208	\$39,247	2024
Home Again Inc	MS	\$222,497	Chairperson	\$59,395	\$71,641	2023
Garden Way Housing Inc	PA	\$222,506	Ceo	\$18,725	\$19,643	2024
Mantua I Corporation	PA	\$221,996	Director Of Construction	\$13,787	\$14,890	2023
Clark County Supportive Housinginc	MN	\$221,935	President/tr	\$68,006	\$68,864	2025
Accessible Country Trail Inc	OH	\$222,760	Executive Director	\$6,211	\$7,124	2023
United Methodist Senior Services Of	MS	\$221,759	President/ceo	\$161,976	\$189,768	2024
Phoenix Pass Inc	GA	\$222,891	Director	\$50,008	\$51,529	2025
Pacific Grove Supportive Housing Inc	CA	\$221,572	President	\$43,669	\$40,838	2023
Poinsett House Senior Housing	SC	\$223,020	Exec Director	\$5,140	\$5,641	2024
Union Seniors Association Inc	CA	\$221,496	President	\$11,850	\$10,764	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Owatonna Senior Housing Inc	MN	\$221,450	President/tr	\$68,006	\$68,864	2025
Franklin Senior Housing	MN	\$223,134	Executive Vp Of Commonbond Housing	\$18,918	\$20,245	2023
Community Housing Iij Inc	OR	\$221,426	President & Ceo (Until Oct. 2023)	\$27,042	\$27,197	2023
201 Thurbers Inc	RI	\$221,295	Executive Director	\$10,257	\$10,651	2023
Monterey Road Supportive Housing Corp	CA	\$221,237	President	\$39,896	\$36,239	2024
Long Island Housing Partnership	NY	\$223,347	President	\$58,483	\$57,233	2023
Boston Post Road Housing Development Fund	NY	\$223,467	President & Ceo (Thru 4/23)	\$56,332	\$55,128	2023
The Good Shepherd Housing Development	PA	\$221,076	President & Ceo	\$36,114	\$39,003	2023
New Directions Housing Corporation	IL	\$221,054	President	\$150,000	\$159,707	2023
Norwegian Christian Home Foundation	NY	\$223,642	Exec Director/treasurer	\$34,536	\$33,798	2023
Alpha Sigma Lambda	IL	\$220,835	Executive Director	\$48,312	\$49,963	2024
Ford Road Supportive Housing Inc	CA	\$220,641	President	\$43,669	\$40,838	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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	972 organizations. Compensation range \$291–\$503,887; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$222,285); for reference, expenses \$124,604 and assets \$255,541. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Nick Taylor, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	604 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	34 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	89 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	32 nd

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 (Nick Taylor) 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 972 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$81,632 is reasonable (approximately the 89th 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.