

Wind Terrace Inc

Executive Director / CEO

EIN 261880043

TX · NTEE L20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary-margaret Lemons, Executive Director / CEO** (\$43,875) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

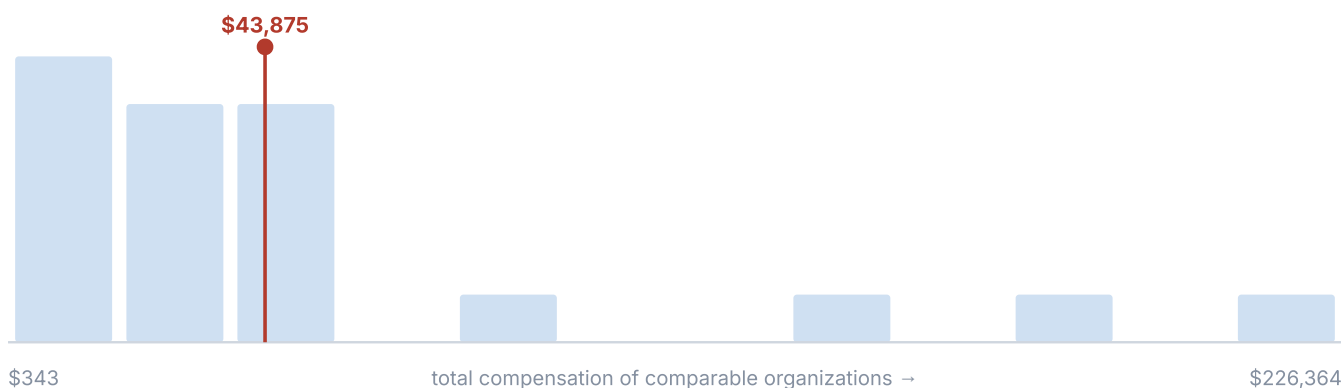
Benchmarked executive: Mary-margaret Lemons — reported title "SECRETARY/TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$278,709 and \$623,977 — 0.67x to 1.50x the subject's \$415,985 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20) + TX + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,761	\$17,359	\$34,662	\$47,888	\$151,872	\$43,875
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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 TX 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
Amistad Housing Development	TX	\$400,158	Executive Di	\$41,666	\$40,471	2024
Lighthouse Living Centers No 2 Inc	TX	\$397,478	President	\$24,213	\$24,213	2023
Lighthouse Living Centers Inc	TX	\$394,064	President	\$24,213	\$24,213	2023
Inclusive Communities Project	TX	\$380,137	Executive Dir.	\$153,282	\$148,884	2024
Community Housing Expansion Of Austin	TX	\$367,669	President	\$343	\$343	2023
Habitat For Humanity Of Wichita Falls	TX	\$472,032	Executive Director	\$46,600	\$46,600	2023
Hcha Redevelopment Authority Inc	TX	\$356,807	Finance Director	\$32,371	\$31,442	2024
North Texas Housing Partners	TX	\$476,449	President	\$19,755	\$19,188	2024
Evergreen Village Inc	TX	\$352,685	Secretary/treasurer	\$17,946	\$16,982	2025
Azteca Economic Development Corp	TX	\$489,922	Manager	\$46,103	\$44,780	2024
Center On Independent Living Community Development Corporation	TX	\$491,165	Executive Director	\$53,282	\$51,753	2024
Texas Community Builders	TX	\$497,931	Ceo	\$188,912	\$178,762	2025
Fulton Gardens Ii Corporation	TX	\$306,407	President	\$13,180	\$12,802	2024
Nautical Affordable Housing Inc	TX	\$306,354	Executive Di	\$233,050	\$226,364	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rejuvenated Life Inc	TX	\$295,537	Executive Dir.	\$39,000	\$37,881	2024
Ser Community Development Corporation	TX	\$285,957	Director (Ceo, Ser Jobs)	\$7,031	\$6,829	2024
Alt Affordable Housing Services Inc -	TX	\$282,598	Executive Director	\$18,000	\$17,484	2024
Walker-montgomery Community Develop	TX	\$554,991	Director	\$39,650	\$38,512	2024
Southfair Community Development	TX	\$560,111	Executive Di	\$85,168	\$82,725	2024
Plano Community Home Phase Iv Inc	TX	\$595,940	Executive Vice President	\$6,331	\$6,149	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	20 organizations. Compensation range \$343–\$226,364; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$415,985); for reference, expenses \$86 and assets \$1,397,587. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Mary-margaret Lemons, reported title " <i>SECRETARY/TREASURER</i> ", 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	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	65 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Mary-margaret Lemons) 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 20 similarly situated organizations (Same NTEE sector (L20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,875 is reasonable (approximately the 65th 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.