

Triple R Community Housing I Inc

Executive Director / CEO

EIN 270731486

AZ · NTEE L21

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Doris Hotz, Executive Director / CEO** (\$3,000) against **every comparable organization** that fit the selection criteria — **198** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Doris Hotz — reported title "President/CEO", 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 \$145,616 and \$326,007 — 0.67x to 1.50x the subject's \$217,338 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

198 organizations qualified on sector, size, and geography → **198** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,448	\$23,044	\$39,967	\$65,675	\$69,512	\$3,000
---------	----------	----------	----------	----------	----------------



■ 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 AZ 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
Hawthorne Supportive Housing Inc	NJ	\$217,758	Secretary/treasurer	\$25,989	\$24,841	2023
Margaret Wagner Apartments Inc	OH	\$217,943	President & Ceo	\$29,437	\$33,376	2023
Duluth Supportive Housing Inc	MN	\$216,117	President/tr	\$68,006	\$68,071	2025
Group Homes Of Alabama Voa Elderly	AL	\$216,015	President/ceo	\$53,238	\$58,263	2025
Catalyst Housing Inc	CA	\$214,975	Executive Dir.	\$3,602	\$3,234	2024
Association Properties Inc	MA	\$214,813	President & Ceo	\$7,164	\$6,694	2024
Harbor Homes Ii Inc	NH	\$214,631	President & Ceo (End 10/2022)	\$34,771	\$34,370	2023
The Good Shepherd Housing Development	PA	\$221,076	President & Ceo	\$36,114	\$38,554	2023
Park East House Inc	CO	\$213,464	Board President & Ceo Of Mhcd	\$24,467	\$25,115	2023
Union Seniors Association Inc	CA	\$221,496	President	\$11,850	\$10,640	2024
Ellenburg Housing Development Fund	NY	\$212,855	Manager	\$31,412	\$29,514	2024
Rubicon Homes	CA	\$212,559	Ceo And President	\$10,555	\$9,477	2024
Network Housing '94 Petzinger Inc	OH	\$222,328	Ceo (Exited 3.24.25)	\$30,598	\$33,698	2024
Ginger Ford Northshore Fuller Center For Housing	LA	\$211,927	Associate Director	\$49,800	\$57,019	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inc						
Phoenix Pass Inc	GA	\$222,891	Director	\$50,008	\$50,936	2025
Poinsett House Senior Housing	SC	\$223,020	Exec Director	\$5,140	\$5,576	2024
Boston Post Road Housing Development Fund	NY	\$223,467	President & Ceo (Thru 4/23)	\$56,332	\$54,493	2023
Greater Harrisburg Voa Living Ctr	VA	\$209,995	Asst Sec/ass	\$116,809	\$114,250	2025
Canon Barcus Inc	CA	\$224,718	President	\$43,325	\$38,900	2024
Ken-crest Housing Pa 2002 Inc	PA	\$209,574	Ceo	\$29,531	\$30,621	2024
Ken-crest Housing Pennsylvania Inc	PA	\$208,688	Ceo	\$29,531	\$30,621	2024
Community Housing Association Of Dodge	KS	\$208,360	Housing Coordinator	\$24,866	\$28,757	2023
Neider House Ltd	ID	\$207,996	Executive Director	\$16,468	\$18,753	2023
Rogers Supportive Housing Inc	MN	\$207,613	President/tr	\$68,006	\$68,071	2025
Asi Roseville Inc	MN	\$227,713	President/tr	\$68,006	\$68,071	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 **198** organizations. Compensation range \$288–\$303,548; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$217,338); for reference, expenses \$127,576 and assets \$1,455,049. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Doris Hotz, reported title " <i>President/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	169 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	58 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 (Doris Hotz) 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 198 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,000 is reasonable (approximately the 3rd 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.