

# Great Falls Housing Corporation

Executive Director / CEO

EIN 272230034

NJ · NTEE L21

FY ending 2023-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Robert F Guarasci, Executive Director / CEO** (\$11,741) against **every comparable organization** that fit the selection criteria — **216** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Robert F Guarasci — reported title “CHAIR/PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

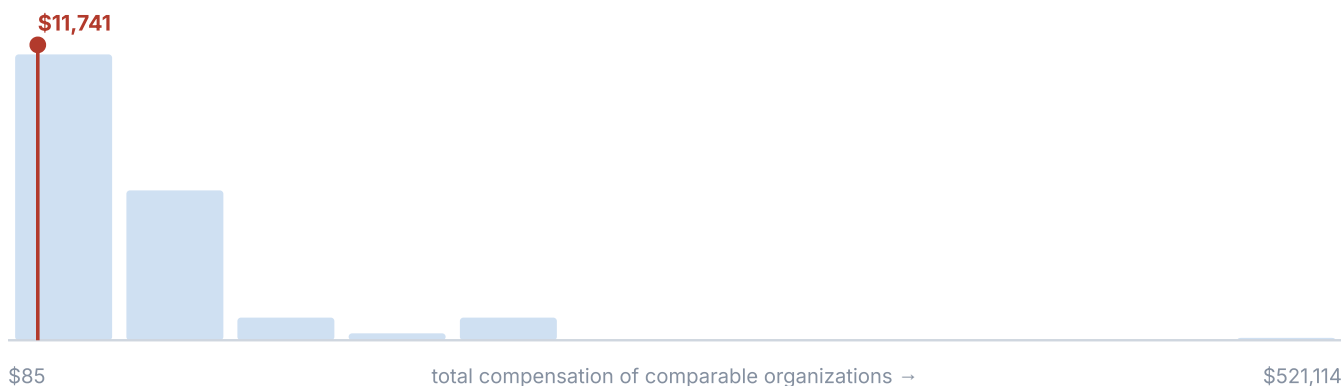
**SECTOR** Organizations sharing the subject's NTEE classification (L21).

**BUDGET** Total revenue between \$313,991 and \$702,966 — 0.67x to 1.50x the subject's \$468,644 (the band tightens as size grows).

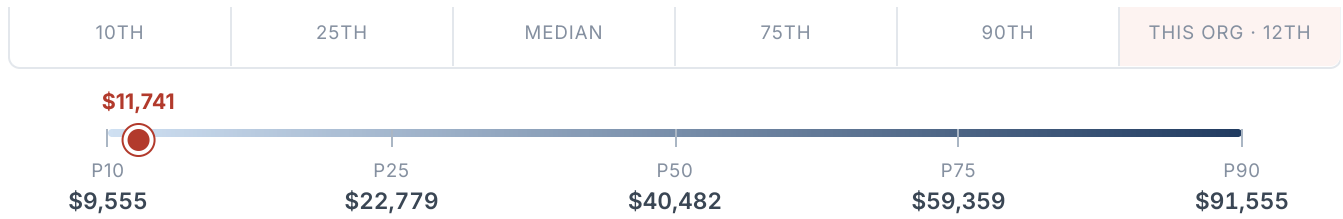
**GEOGRAPHY** Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

**216** organizations qualified on sector, size, and geography → **216** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,555	\$22,779	\$40,482	\$59,359	\$91,555	\$11,741
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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 NJ 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
<a href="#">Change Happens Cdc</a>	TX	\$468,693	Executive Director	\$125,000	<b>\$140,046</b>	2023
<a href="#">Bristol Gardens Inc</a>	PA	\$466,891	President/ T	\$46,154	<b>\$51,550</b>	2023
<a href="#">Marin Homes For Independent Living</a>	CO	\$470,536	President	\$22,009	<b>\$22,959</b>	2024
<a href="#">National Church Residences Development</a>	OH	\$472,912	President	\$46,401	<b>\$53,465</b>	2024
<a href="#">The Landing Apartments</a>	MN	\$473,206	President & Executive Vp	\$22,614	<b>\$24,309</b>	2024
<a href="#">United Church Residences Of North Lewisburg Ohio Inc</a>	OH	\$463,457	Treasurer	\$34,230	<b>\$40,606</b>	2023
<a href="#">Jonah Affordable Housing</a>	TN	\$476,478	Executive Director	\$37,497	<b>\$42,878</b>	2024
<a href="#">Habitat Housing Solutions Inc</a>	FL	\$477,289	President & Ceo	\$31,879	<b>\$33,542</b>	2023
<a href="#">United Church Residences Of Burlington</a>	OH	\$459,652	Treasurer	\$34,230	<b>\$40,606</b>	2023
<a href="#">Dublin Transit Eah Inc</a>	CA	\$478,483	President	\$32,623	<b>\$30,646</b>	2024
<a href="#">Alexandria Ministries Inc</a>	CO	\$479,026	President	\$11,727	<b>\$12,594</b>	2023
<a href="#">Villa At Meadow View Inc</a>	MA	\$456,354	President	\$13,889	<b>\$13,578</b>	2024
<a href="#">Augusta Voa Elderly Housing Inc</a>	VA	\$453,945	President	\$183,373	<b>\$187,651</b>	2025
<a href="#">Abbey Rhf Housing Inc</a>	CA	\$483,873	President/ceo	\$68,128	<b>\$63,999</b>	2024
<a href="#">Tg 304 Inc</a>	TX	\$451,897	Executive Director	\$29,794	<b>\$32,422</b>	2024
<a href="#">Episcopal Housing Of Birmingham Inc</a>	AL	\$451,323	Executive Director	\$13,829	<b>\$16,253</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ruperts Kids Inc</a>	IN	\$450,629	President & Secretary	\$23,700	<b>\$27,190</b>	2024
<a href="#">Sacred Heart Village Ii Inc</a>	CO	\$450,091	President	\$13,716	<b>\$14,307</b>	2024
<a href="#">Nhdc Hampton Court Apartments Inc</a>	CA	\$487,216	President	\$13,750	<b>\$12,917</b>	2024
<a href="#">Lucian Manor Affordable Housing Inc</a>	CA	\$447,045	President/ceo	\$12,716	<b>\$12,298</b>	2023
<a href="#">Alverno Housing Corporation</a>	WI	\$446,060	President (Thru June 2024)	\$8,312	<b>\$9,444</b>	2024
<a href="#">United Church Residences Of Goshen</a>	OH	\$444,189	Treasurer	\$34,230	<b>\$40,606</b>	2023
<a href="#">Continental Gardens Housing Corporation</a>	MT	\$493,615	Executive Director	\$19,661	<b>\$23,056</b>	2024
<a href="#">Wayne Densch Center Inc</a>	FL	\$494,994	Former Executive Director	\$81,522	<b>\$85,775</b>	2023
<a href="#">Sayre Christian Village Apts Ii Inc</a>	KY	\$495,528	Non-voting Board Member	\$6,346	<b>\$7,417</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 216 organizations. Compensation range \$85–\$521,114; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$468,644); for reference, expenses \$526,039 and assets \$8,230,538.

ROLE MATCH	Robert F Guarasci, reported title " <i>CHAIR/PRESIDENT</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	171 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	47 <sup>th</sup>

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 (Robert F Guarasci) 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 13, 2026, comparing compensation against 216 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,741 is reasonable (approximately the 12<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 13, 2026.