

# Coshocton Area Housing Corporation

Executive Director / CEO

EIN 310968258

OH · NTEE L21

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Teresa Hartle, Executive Director / CEO** (\$46,496) against **every comparable organization** that fit the selection criteria — **203** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Teresa Hartle — reported title “BOARD MEMBER”, 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 \$96,376 and \$215,769 — 0.67x to 1.50x the subject's \$143,846 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

**203** organizations qualified on sector, size, and geography → **203** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,048	\$17,571	\$32,707	\$54,456	\$63,000	\$46,496
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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 OH 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="#">Roseland Village Inc Nfp</a>	CO	\$143,924	President	\$11,727	<b>\$10,930</b>	2023
<a href="#">Hickory Lane One Inc</a>	MD	\$145,070	Ceo	\$21,608	<b>\$19,636</b>	2023
<a href="#">Brook View Gardens Inc</a>	OH	\$142,436	Executive Director	\$6,211	<b>\$6,394</b>	2023
<a href="#">Nantucket Community Service Li Inc</a>	MA	\$145,559	Executive Director	\$24,214	<b>\$21,150</b>	2023
<a href="#">Community Homes Land Trust</a>	MI	\$141,591	President	\$17,201	<b>\$16,763</b>	2024
<a href="#">East 100 Housing Development Fund</a>	NY	\$146,193	Ceo	\$4,614	<b>\$4,053</b>	2023
<a href="#">Titusville Senior Housing Corporation</a>	PA	\$141,182	Chief Excutive Officer	\$39,302	<b>\$38,097</b>	2023
<a href="#">Abilities At Bartons Landing Inc</a>	FL	\$141,107	President/ceo	\$38,173	<b>\$34,858</b>	2023
<a href="#">Asi Springfield Missouri Inc</a>	MN	\$140,958	President/tr	\$68,006	<b>\$61,809</b>	2025
<a href="#">Nycha Iii Parent Housing Development</a>	NY	\$147,391	President & Ceo	\$96,272	<b>\$82,135</b>	2024
<a href="#">Dartmouth Homes Inc</a>	MD	\$140,151	Treasurer	\$28,731	<b>\$25,361</b>	2024
<a href="#">Scarc Housing Inc</a>	NJ	\$140,089	Trustee	\$21,975	<b>\$18,524</b>	2024
<a href="#">Asi Longmont Inc</a>	MN	\$148,014	President/tr	\$68,006	<b>\$61,809</b>	2025
<a href="#">Brookings Senior Housing Inc</a>	SD	\$148,365	President	\$65,715	<b>\$68,475</b>	2024
<a href="#">Virginia Avenue Apartments Inc</a>	KY	\$148,370	Cfo	\$46,218	<b>\$46,882</b>	2024
<a href="#">Westerly Courts Inc</a>	RI	\$148,546	President	\$52,490	<b>\$48,924</b>	2023
<a href="#">Community Advancement Development Corporation</a>	CA	\$138,170	Executive Director	\$116,200	<b>\$94,735</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sartell Supportive Housing Inc</a>	MN	\$149,553	President/tr	\$68,006	<b>\$61,809</b>	2025
<a href="#">Kansas Supportive Housing Inc</a>	MN	\$137,959	President/tr	\$68,006	<b>\$61,809</b>	2025
<a href="#">Commonwealth Agency Inc</a>	ID	\$149,757	Vice President	\$12,000	<b>\$12,408</b>	2023
<a href="#">Olympic Housing Trust</a>	WA	\$149,775	President	\$300	<b>\$261</b>	2023
<a href="#">Asi Mcalester Inc</a>	MN	\$137,840	President/tr	\$68,006	<b>\$61,809</b>	2025
<a href="#">Independent Living Horizons Four Inc</a>	GA	\$137,656	President/ceo	\$21,151	<b>\$20,673</b>	2023
<a href="#">Henderson Supportive Housing Inc</a>	MN	\$137,394	President/tr	\$68,006	<b>\$61,809</b>	2025
<a href="#">Providence Brown Street Housing</a>	NY	\$137,172	President	\$2,810	<b>\$2,468</b>	2023

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

## ■ Sample, role match & sensitivity

PEER COUNT	<b>203</b> organizations. Compensation range \$261–\$275,625; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$143,846); for reference, expenses \$196,722 and assets \$422,097.
ROLE MATCH	Teresa Hartle, reported title " <i>BOARD MEMBER</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	180 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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 (Teresa Hartle) 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 203 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,496 is reasonable (approximately the 66<sup>th</sup> 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.