

Huntsville Voa Housing Inc

Executive Director / CEO

EIN 311550503

AL · NTEE L99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Robert Rogers, Executive Director / CEO** (\$53,238) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

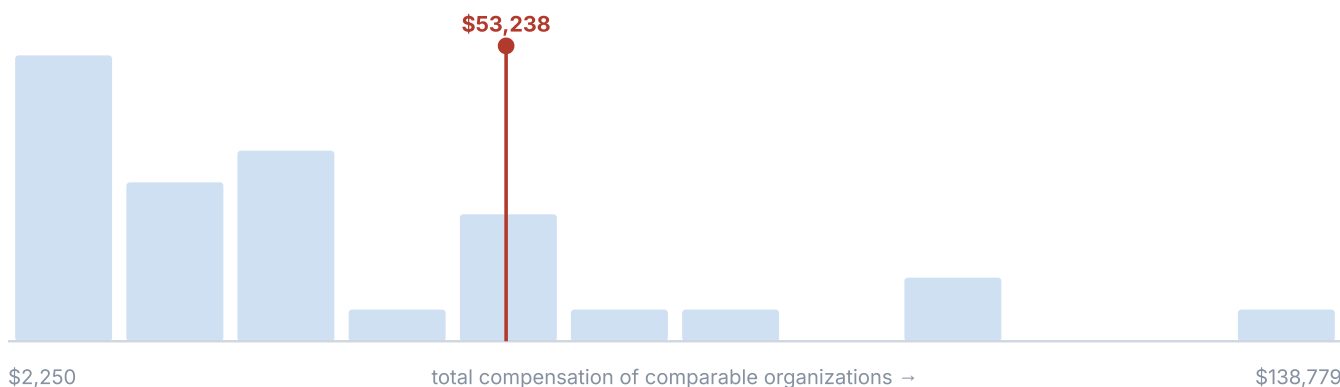
Benchmarked executive: Robert Rogers — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L99).
BUDGET	Total revenue between \$116,498 and \$260,818 — 0.67x to 1.50x the subject's \$173,879 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,122	\$11,821	\$28,494	\$49,969	\$83,163	\$53,238
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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 AL 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
Vesta's Hearth Inc	MD	\$175,501	President	\$21,417	\$19,025	2024
Hearthstone Housing Ltd	WI	\$178,857	President/ceo	\$139,859	\$138,779	2024
Three West Housing Inc	OR	\$179,019	Treasurer	\$18,132	\$15,999	2024
Decatur Street Residences Inc	CO	\$167,476	President	\$25,082	\$22,851	2024
Center Housing Development Fund	NY	\$182,407	Pres/ceo/trec	\$33,037	\$28,364	2024
Warriors Center For Women Phillips County	AR	\$165,072	Secretary & Executive Director	\$28,100	\$30,010	2024
Portland Supportive Housing Inc	OR	\$162,208	Finance Direc.	\$13,072	\$11,534	2024
Flora Vista Housing Development Fund	NY	\$158,970	President & Ceo (Thru 4/23)	\$56,332	\$49,793	2023
Stansbury Homes Inc	MD	\$157,839	President	\$20,272	\$18,539	2023
Alexander Apartments Of Plant City Inc	FL	\$153,338	Ceo	\$38,719	\$34,559	2024
Arroyo Commons Inc	CA	\$152,875	President	\$41,962	\$35,444	2023
Lss Housing North Willow Inc	WI	\$151,848	President	\$40,683	\$40,369	2024
Attleboro Enterprises Development	MA	\$149,909	Secretary	\$5,893	\$5,180	2023
Belford Commons Corporation	VA	\$148,577	Ceo/president	\$59,710	\$54,778	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vermont Alliance For Recovery	VT	\$143,188	Executive Di	\$105,326	\$100,726	2024
Oaks Family Care Center Inc	OH	\$204,583	Board Member	\$14,774	\$15,307	2023
Sunflower Diversified	KS	\$140,625	Member, Exec Dir Sds	\$2,192	\$2,250	2024
The Sanctuary Of Williams County	OH	\$209,646	Chairman/ceo	\$4,575	\$4,604	2024
Cil Woods Inc	NJ	\$212,212	Executive Director	\$8,015	\$6,799	2024
Harambee House Inc	MO	\$133,890	President	\$7,395	\$7,250	2025
Housing Associates Inc	MD	\$133,639	Executive Director	\$4,329	\$3,959	2023
Thi-14 Inc	IL	\$126,596	Chief Executive Officer	\$29,764	\$28,623	2023
Lincoln Avenue Apartments Inc	CA	\$222,479	President	\$43,208	\$35,449	2024
Accessible Country Trail Inc	OH	\$222,760	Executive Director	\$6,211	\$6,435	2023
The Affordable Housing Group	TX	\$121,648	Exec. Director	\$59,412	\$58,134	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL cost of living and 2025 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 AL 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 30 organizations. Compensation range \$2,250–\$138,779; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$173,879); for reference, expenses \$222,662 and assets \$518,081.

ROLE MATCH	Robert Rogers, reported title <i>"PRESIDENT/CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	77 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	63 rd

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 Rogers) 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 30 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,238 is reasonable (approximately the 77th 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.