

North Square Gateway Terrace Inc

Executive Director / CEO

EIN 311693980
 CT · NTEE P73
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **William Rybczsk, Executive Director / CEO** (\$13,943) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

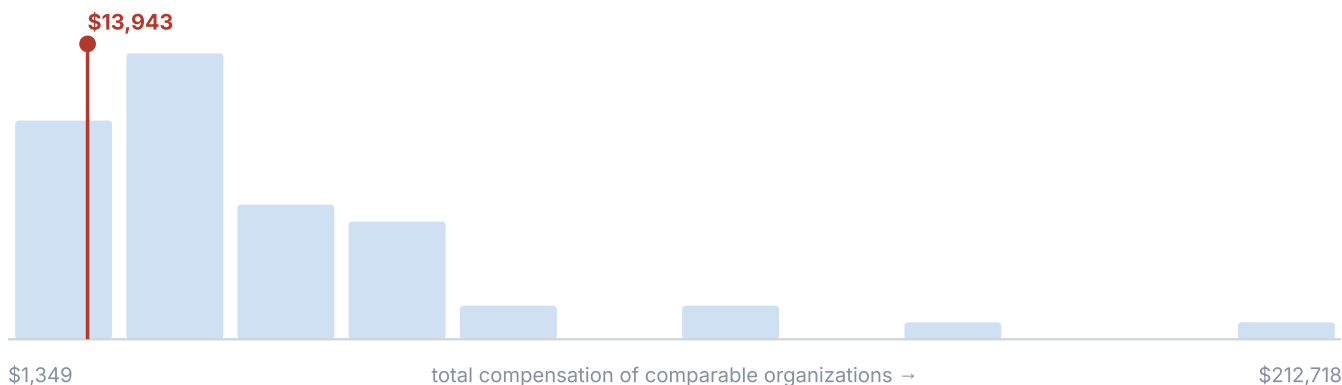
Benchmarked executive: William Rybczsk — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P73).
BUDGET	Total revenue between \$158,211 and \$354,205 — 0.67x to 1.50x the subject's \$236,137 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,041	\$19,334	\$31,033	\$54,605	\$75,145	\$13,943
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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 CT 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
Project Hope Inc	WI	\$236,994	Personal Care Worker	\$18,145	\$21,661	2022
Welcome Home Housing Inc	CA	\$242,300	Executive Dir.	\$43,833	\$41,561	2023
Ashland County Residential Services	OH	\$229,128	Operations M	\$7,589	\$8,826	2023
United Cerebral Palsy Group Homes Inc	FL	\$228,719	President & Ceo	\$30,973	\$31,033	2024
Fairhaven Ministry Of Faith Hope & Love	LA	\$224,626	Director	\$19,800	\$23,253	2024
Renewed Treasures Ministries	MO	\$224,288	President	\$24,000	\$27,111	2024
Fayette Hills Unity Inc	WV	\$222,161	President	\$53,483	\$61,762	2024
Springwood Estates Inc	FL	\$250,432	President And Ceo	\$13,187	\$13,212	2024
Special Residential Opportunitiesinc	NY	\$252,587	President	\$39,934	\$38,487	2024
Greater Chattanooga Christian Services Inc	TN	\$253,028	Administrator	\$21,240	\$23,812	2024
Lto Ventures	TX	\$254,198	President & Ceo	\$113,000	\$124,118	2023
Sioux Residential Services Inc	SD	\$217,138	Lifescape Ceo	\$41,730	\$47,853	2025
Transitional Housing Inc	IL	\$256,265	Chief Executive Officer	\$29,764	\$32,130	2023
Life Concepts Group Home li Inc	FL	\$215,823	Chief Executive Officer	\$24,427	\$25,198	2023
Attention Home Inc	FL	\$215,483	President	\$75,000	\$75,145	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hilo Arc Housing Corporation No 1	HI	\$258,592	President And Ceo	\$7,224	\$7,101	2023
Help Housing For The Disabled Inc	OH	\$258,792	President/ceo	\$38,166	\$43,113	2024
North Willows Inc	MS	\$212,441	Secretary/exec Director	\$19,696	\$23,396	2024
Amoskeag Residences Inc	NH	\$211,636	Board Member/ceo	\$24,023	\$23,658	2024
United Church Home Society Inc	NY	\$211,411	Executive Director	\$89,466	\$86,223	2024
Forest Acres Inc	IA	\$211,203	Top Management Official	\$19,545	\$23,498	2023
Valor Apartment Associates	WA	\$201,656	President And Ceo	\$24,457	\$24,043	2023
Ruths Way Inc	PA	\$201,399	Executive Director	\$50,719	\$53,944	2024
Mill River Community Housing Corporation	RI	\$201,240	President	\$52,490	\$55,266	2023
Kings Ranch Of Jonesboro Inc	AR	\$200,699	Vice-president	\$1,125	\$1,349	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 51 organizations. Compensation range \$1,349–\$212,718; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$236,137); for reference, expenses \$308,966 and assets \$1,139,460.

ROLE MATCH	William Rybczsk, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 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	22 nd
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	73 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 (William Rybczsk) 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 51 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,943 is reasonable (approximately the 22nd 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.