

P2p Community Development

Executive Director / CEO

This analysis benchmarks the total compensation of **Terri Herbert, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **1084** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Terri Herbert — reported title "EXEC SEC", 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 (L12).
BUDGET	Total revenue between \$183,257 and \$410,278 — 0.67x to 1.50x the subject's \$273,519 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

1,084 organizations qualified on sector, size, and geography → **1,084** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,131	\$24,577	\$46,269	\$73,347	\$96,298	\$15,000
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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 CA 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
Bella Vida Forefront Living	TX	\$273,417	Chief Executive Officer	\$59,739	\$69,204	2024
Santafe Senior Living Foundation Inc	FL	\$273,405	Former President & Ceo/director	\$30,816	\$33,525	2024
Journey Home Inc	TX	\$273,644	Executive Director / President	\$43,021	\$49,837	2024
Dallas Life Support Corporation	TX	\$273,343	Director	\$110,060	\$127,497	2024
Summerside Woods Inc	OH	\$273,334	Chief Executive Officer	\$7,729	\$9,760	2023
Grandview Second Corporation	RI	\$273,292	President - Trustee	\$83,575	\$92,806	2024
Metro Womens Center	MN	\$273,758	Center Director	\$58,826	\$65,580	2025
The Gateway Collective Inc	WI	\$273,260	Executive Director	\$78,176	\$94,550	2024
Snhs Ashland Elderly Housing Inc	NH	\$272,981	Treasurer	\$53,564	\$55,801	2025
Peacock Legacy Of Hope	TX	\$274,338	Executive Director	\$87,136	\$100,941	2024
Outreach For Addiction Ministry Inc	KY	\$274,351	Vice President Director	\$5,000	\$6,221	2024
Leeway-putnam Housing Corporation	CT	\$274,517	Executive Director	\$56,722	\$61,590	2024
Pine Cone Manor Inc	MN	\$272,190	President/ceo	\$18,462	\$21,126	2024
Housing Opportunities Housing	NY	\$274,875	President	\$2,614	\$2,735	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Moreland Affordable Housing Corporation	MA	\$272,007	President (As Of 1/2024)	\$19,566	\$20,362	2024
Gladwin Ogemaw Fuller Center For	MI	\$275,039	Executive Di	\$26,460	\$32,563	2023
New Rochelle Community Housing	NY	\$275,251	Executive Vice President	\$39,301	\$41,127	2024
Poah Support Corporation 2	MA	\$271,585	Director/president	\$28,959	\$31,026	2023
New Mexico Affordable Housing	NM	\$275,453	Executive Director	\$56,077	\$69,848	2024
Murfreesboro Rescue Mission Inc	TN	\$271,580	Executive Di	\$46,800	\$56,970	2024
The Army Retirement Residence Foundation	VA	\$271,300	Executive Director	\$114,167	\$127,658	2024
Snhs Raymond Elderly Housing Inc	NH	\$271,123	Treasurer	\$53,564	\$55,801	2025
Shall Never Thirst Ministries	NJ	\$275,961	President & Director	\$24,985	\$26,597	2023
Chippewa Lutheran Housing Corp	PA	\$270,824	Chief Executive Officer	\$39,302	\$46,730	2023
Appleway Court 202	WA	\$270,668	Ceo (Through	\$114,999	\$119,235	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	1084 organizations. Compensation range \$177–\$554,734; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$273,519); for reference, expenses \$148,732 and assets \$60,000. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Terri Herbert, reported title " <i>EXEC SEC</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	649 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	37 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	14th
Total compensation (D + F), as reported (no adjustments)	16th
Reportable pay only (column D), adjusted	62nd
All sources (D + E + F), adjusted	3rd

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 (Terri Herbert) 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 1084 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 14th 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.