

# Five Rivers Homes Inc

Executive Director / CEO

EIN 331114602

MD · NTEE P73

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Keith Wilson, Executive Director / CEO** (\$6,036) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Keith Wilson — reported title "DIRECTOR OF FINANCE (BEGINNING 8/22)", 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 (P73).

**BUDGET** Total revenue between \$41,663 and \$93,276 — 0.67x to 1.50x the subject's \$62,184 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,880

\$12,781

\$21,125

\$37,819

\$58,813

\$6,036



## ■ 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 MD 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="#">Mosaic Housing Corp Xvi - Farmington</a>	NE	\$62,467	President	\$26,896	<b>\$30,054</b>	2024
<a href="#">Passavant Memorial Homes Housing</a>	PA	\$63,242	Ceo & President	\$36,502	<b>\$37,819</b>	2024
<a href="#">Passavant Memorial Homes Housing</a>	PA	\$59,553	Ceo & President	\$36,502	<b>\$37,819</b>	2024
<a href="#">Floyd Kress Inc</a>	MD	\$65,705	President	\$20,272	<b>\$20,272</b>	2023
<a href="#">Vesta Severn Inc</a>	MD	\$66,228	President	\$21,417	<b>\$20,803</b>	2024
<a href="#">Independence House</a>	VA	\$66,389	Executive Director	\$15,818	<b>\$15,867</b>	2024
<a href="#">Garrison House</a>	CA	\$57,717	Executive Director	\$14,220	<b>\$13,134</b>	2023
<a href="#">Passavant Memorial Homes I Inc</a>	PA	\$57,554	Ceo & President	\$36,502	<b>\$37,819</b>	2024
<a href="#">Creative Housing I Bretton Woods</a>	OH	\$69,250	President	\$8,713	<b>\$9,871</b>	2023
<a href="#">Creative Housing Ii Beechwood Inc</a>	OH	\$70,035	President	\$9,011	<b>\$9,915</b>	2024
<a href="#">Bay Cove Orchardfield Residence Inc</a>	MA	\$53,403	President/ceo	\$14,439	<b>\$13,879</b>	2023
<a href="#">Trempealeau County Homes Inc</a>	WI	\$71,490	President	\$25,912	<b>\$28,116</b>	2024
<a href="#">Vinfen Corporation Of Plain Inc</a>	MA	\$52,151	Former Director & Ceo	\$21,978	<b>\$21,125</b>	2023
<a href="#">Family Alternatives Inc</a>	GA	\$48,900	President	\$45,675	<b>\$49,123</b>	2023
<a href="#">Four Rivers Fuller Apartments</a>	KY	\$76,318	President	\$56,355	<b>\$64,762</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Independent Living Apartments Of Ulster</a>	NY	\$77,787	Ceo (Thru 6/24)	\$110,029	<b>\$103,296</b>	2024
<a href="#">Everyday Living</a>	PA	\$78,100	It Director	\$7,611	<b>\$7,886</b>	2024
<a href="#">Creative Housing Inc Iv</a>	OH	\$78,822	President	\$9,011	<b>\$9,915</b>	2024
<a href="#">Marshall Road Inc</a>	MA	\$44,652	President And Ceo	\$63,709	<b>\$61,236</b>	2023
<a href="#">Monmouth Ucp Housing Inc</a>	NJ	\$81,395	Executive Director	\$41,676	<b>\$38,659</b>	2024
<a href="#">Cedar Lake - Monticello Parke Inc</a>	KY	\$83,246	President & Ceo (See Sch O)	\$11,133	<b>\$12,427</b>	2024
<a href="#">Homes Of Care I Inc</a>	MA	\$86,316	President & Ceo/director	\$24,869	<b>\$23,218</b>	2024
<a href="#">Sergent's Way Inc</a>	MD	\$91,889	Ceo	\$7,826	<b>\$7,601</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	23 organizations. Compensation range \$7,601–\$103,296; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$62,184); for reference, expenses \$71,737 and assets \$504,836.
ROLE MATCH	Keith Wilson, reported title " <i>DIRECTOR OF FINANCE (BEGINNING 8/22)</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	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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	4 <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 (Keith Wilson) 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 23 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,036 is reasonable (approximately the 0<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.