

New Lima-housing For The Future

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Scott Frenger, Executive Director / CEO** (\$72,613) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L80).

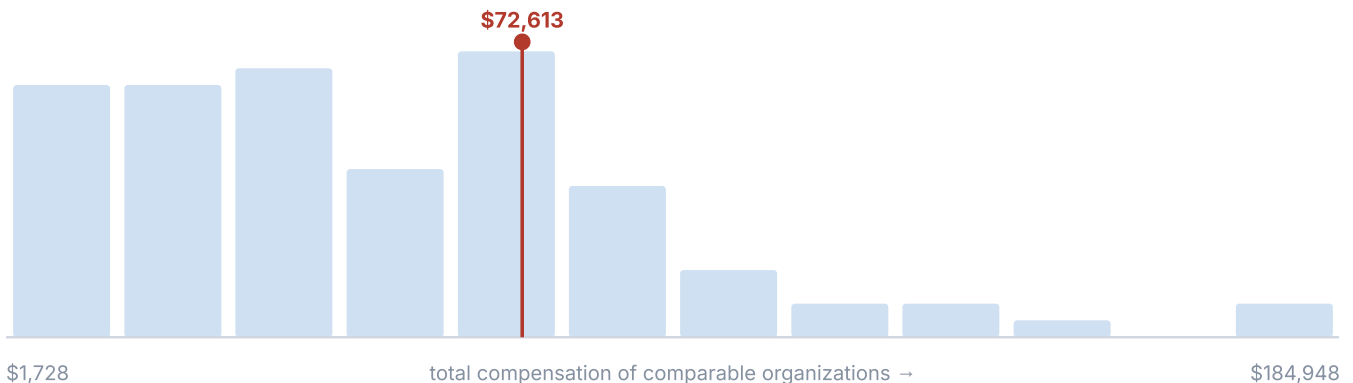
BUDGET Total revenue between \$271,315 and \$607,423 — 0.67x to 1.50x the subject's \$404,949 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

93 organizations qualified on sector, size, and geography

→ **93** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,579

\$27,442

\$49,821

\$76,017

\$98,349

\$72,613



■ 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
Neighborhood Housing Services	WI	\$402,413	Executive Director	\$117,846	\$113,205	2025
Appalachian Housing And Redevelopment Corporation	GA	\$418,540	Secretary	\$61,496	\$60,104	2023
Chicago Ballet Arts	IL	\$419,358	Vice President	\$9,187	\$8,527	2024
Lakeview Housing Authority Inc	MD	\$421,567	Manager	\$27,600	\$24,362	2024
Fair Housing Council Of Central	CA	\$429,664	Executive Dir.	\$55,868	\$45,548	2024
Gtbl Development Corp	OH	\$379,083	Executive Director	\$19,934	\$19,934	2024
Southeastern North Carolina Community Development Corp	NC	\$377,580	Secretary-treasurer	\$8,795	\$8,580	2024
Housing Justice League Inc	GA	\$432,439	Executive Director	\$77,000	\$75,257	2023
Convergence Memphis Inc	TN	\$433,666	Executive Director	\$92,013	\$94,014	2023
The Southern California Housing	CA	\$372,480	Executive Vp	\$13,750	\$11,210	2024
Amenity Aid	RI	\$437,494	Executive Director	\$66,469	\$61,953	2023
Neighborhood Housing Services Of	CT	\$437,873	Executive Di	\$67,000	\$61,063	2023
Factory Built Owners Of America	TX	\$438,000	President	\$31,250	\$29,514	2024
Mhc Chula Vista Non-profit Housing Inc	AZ	\$371,790	Executive Director	\$17,621	\$16,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pacific Housing Oahu Corporation -	HI	\$371,369	Assistant Secretary / Auth	\$12,712	\$11,062	2023
Graceful Touch Transitional Services Inc	AK	\$440,963	Executive Dir.	\$92,308	\$83,322	2024
Home Means Nevada Inc Hmn	NV	\$441,087	Ops Mgr	\$75,988	\$71,914	2024
Edgewood Community Childcare & Learning Center	IA	\$441,295	Executive Director	\$49,468	\$49,821	2025
Mhp Town Centre Inc	MD	\$442,503	Vice President	\$52,191	\$46,069	2024
Mission 24 Inc	TX	\$366,197	Director	\$44,639	\$42,159	2024
North Star Housing Inc	NY	\$447,613	President & Ceo	\$35,583	\$31,255	2023
San Antonio Fair Housing Council Inc	TX	\$447,629	Executive Director	\$63,951	\$62,182	2023
Tamalpais Pacific	CA	\$356,450	Executive Dir.	\$36,000	\$30,217	2023
Garwyn Oaks Northwest Housing Resource Center Inc	MD	\$453,504	Executive Director	\$82,083	\$72,454	2024
Partners In Opportunity Inc	CA	\$355,752	President & Dir	\$50,000	\$41,968	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.

● Sample, role match & sensitivity

PEER COUNT 93 organizations. Compensation range \$1,728–\$184,948; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$404,949); for reference, expenses \$423,633 and assets \$4,354,869.

ROLE MATCH	Scott Frenger, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	71 st
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	39 th

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 (Scott Frenger) 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 93 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,613 is reasonable (approximately the 71st 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.