

Shelter Ministries Inc

Executive Director / CEO

EIN 351837547

IN · NTEE L80Z

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Renee Francies-florin, Executive Director / CEO** (\$24,462) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

Benchmarked executive: Renee Francies-florin — 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 (L80Z).

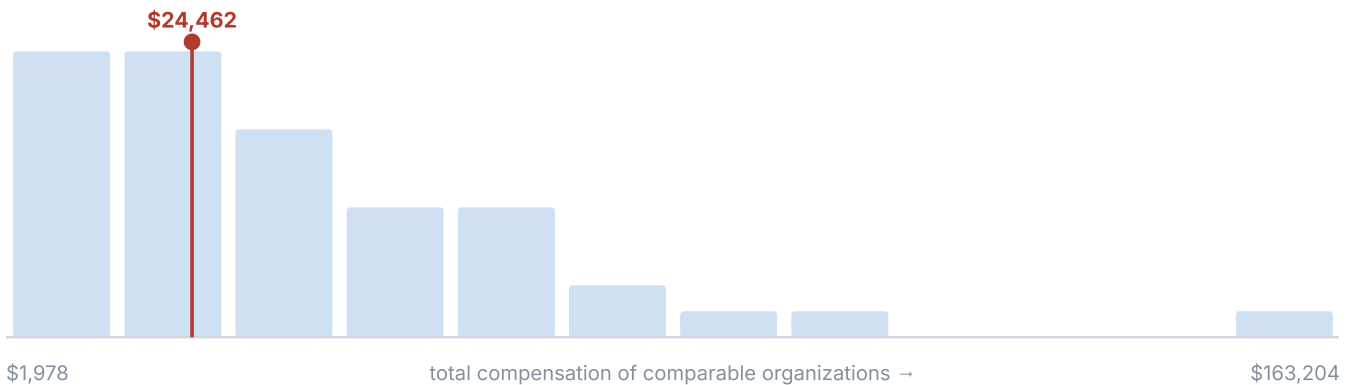
BUDGET Total revenue between \$76,257 and \$170,725 — 0.67x to 1.50x the subject's \$113,817 (the band tightens as size grows).

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

45 organizations qualified on sector, size, and geography

→ **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,128	\$15,602	\$28,944	\$51,424	\$67,897	\$24,462
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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 IN 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
Sohum Housing Opportunities	CA	\$117,355	President	\$5,310	\$4,477	2023
Oak Manor Associates	WA	\$109,450	President And Ceo	\$24,457	\$21,377	2023
Blackrock-riverside Neighborhood	NY	\$119,062	Finance (Through 5/24)	\$2,308	\$1,978	2024
Central Louisiana Independent Living Center	LA	\$120,619	President/ceo	\$21,418	\$22,364	2024
Housing Works 874 Jefferson Avenue	NY	\$106,811	President & Ceo	\$16,962	\$14,964	2023
Bagley Housing Association	MI	\$121,214	President & Ceo	\$39,383	\$38,547	2024
Interstate I Affordable Housing Inc	NY	\$121,716	Vice President	\$39,986	\$34,263	2024
Thomas' Contentment Inc	MD	\$105,820	Ceo	\$7,826	\$6,938	2024
Oscar Housing Foundation	CA	\$105,151	Chief Executive Officer	\$61,000	\$51,424	2023
Mobile Accessible Housing Inc	AL	\$125,332	President/ceo	\$53,238	\$53,134	2025
Whitehaven Economic Development	TN	\$126,000	Executive Di	\$50,710	\$50,546	2024
Asi - Anoka County Inc	MN	\$127,371	President/tr	\$68,006	\$62,079	2025
Greater Lake City Community Development Corp Inc	FL	\$100,105	Executive Director	\$10,200	\$9,086	2024
1213 William Street Corporation	FL	\$98,568	Executive Director	\$20,037	\$17,849	2024
Riverview Resident Assistance Foundation	WA	\$98,197	Secretary & Treasurer	\$33,215	\$28,199	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wentworth Corporation	RI	\$131,813	President	\$52,490	\$49,137	2023
Coburn Woods Inc	OR	\$94,131	Treasurer	\$18,132	\$15,967	2024
Asi Ramsey County Inc	MN	\$92,103	President/tr	\$65,715	\$61,574	2024
Ascendant Neighborhood Development	NY	\$135,879	Executive Dir/ President	\$185,000	\$163,204	2023
Ocl Properties Xiii Inc	NY	\$136,186	Chief Financial Officer	\$73,290	\$62,801	2024
Lss Housing Granville Inc	WI	\$91,084	President	\$38,239	\$38,987	2023
Lss Housing Center Street Inc	WI	\$89,500	President	\$40,683	\$40,290	2024
Stanton Accessible Apartments	CA	\$138,256	Ceo	\$61,000	\$51,424	2023
Lexington Senior Center Inc	MO	\$138,378	Executive Di	\$58,000	\$58,253	2024
Vesta Four Inc	MD	\$88,794	President	\$21,417	\$18,987	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	45 organizations. Compensation range \$1,978–\$163,204; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$113,817); for reference, expenses \$105,738 and assets \$474,246.
ROLE MATCH	Renee Francies-florin, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 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	47 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	13 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 (Renee Francies-florin) 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 45 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,462 is reasonable (approximately the 47th 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.