

Westminster Asbury East Inc

Executive Director / CEO

EIN 352393493

FL · NTEE L22

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Terence Rogers, Executive Director / CEO** (\$36,488) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Terence Rogers — reported title "CEO/PRESIDEN", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L22).

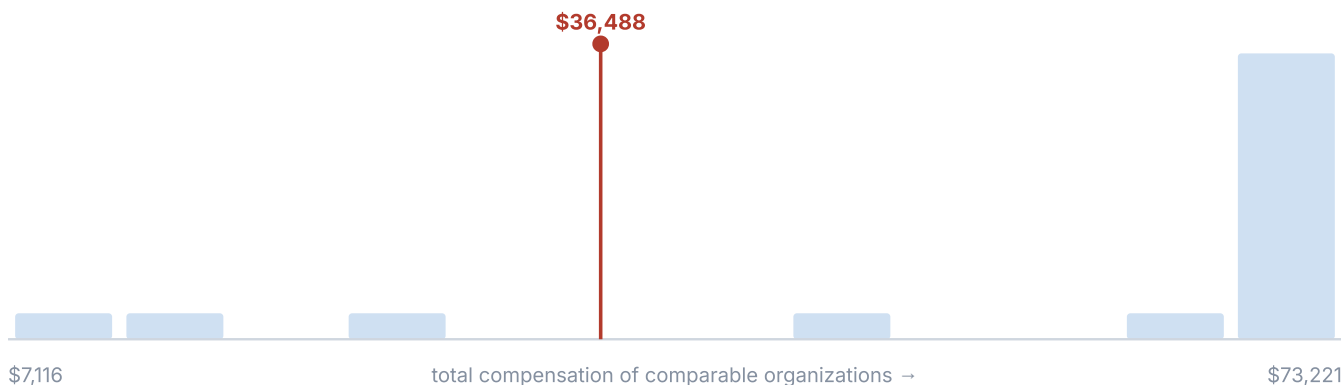
BUDGET Total revenue between \$296,523 and \$663,859 — 0.67x to 1.50x the subject's \$442,573 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L22) + FL + budget 0.67–1.5x revenue.

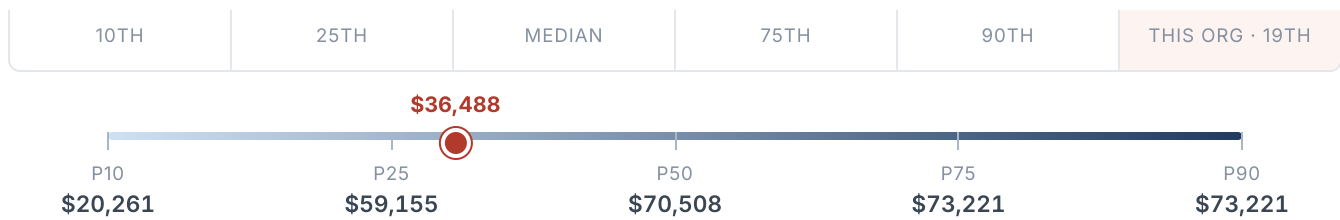
16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,261	\$59,155	\$70,508	\$73,221	\$73,221	\$36,488
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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 FL 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
Liberty Manor For Veterans Inc	FL	\$447,572	President	\$64,910	\$63,048	2024
National Steelworkers Oldtimers	FL	\$451,562	Vice Preside	\$75,384	\$71,334	2025
Ehdoc Shaker Blvd Inc	FL	\$492,039	Vice Preside	\$75,384	\$73,221	2024
Jacksonville Gardens Inc	FL	\$390,748	Vice Preside	\$72,591	\$70,508	2024
Vernon Senior Citizens Housing	FL	\$380,327	Vice Preside	\$75,384	\$71,334	2025
Ncscusa Housing Development Corp	FL	\$510,114	Vice Preside	\$75,384	\$73,221	2024
Ncscusa Housing Development Corp	FL	\$512,858	Vice Preside	\$75,384	\$73,221	2024
John Marvin Tower	FL	\$350,924	Vice Preside	\$72,591	\$70,508	2024
Peninsula Housing Development Inc Xviii	FL	\$336,692	Director	\$25,136	\$24,415	2024
Mmiii Inc	FL	\$322,106	Vice Preside	\$75,384	\$73,221	2024
Gis Housing Iv Inc	FL	\$569,554	Pres./ceo At Goodwill Ind-sun.	\$47,474	\$47,474	2023
Senior Citizens Housing Development	FL	\$570,031	Director/vp	\$72,591	\$70,508	2024
Peninsula Housing Development Inc Ix	FL	\$586,002	President	\$16,582	\$16,106	2024
Pine Grove Housing Development	FL	\$592,545	Director / V	\$72,591	\$70,508	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Senior Citizens Hsg Develop Corp Of	FL	\$632,914	Vice Preside	\$75,384	\$73,221	2024
St Cloud Villas Phase Ii Inc	FL	\$637,684	Chief Executive Officer	\$7,116	\$7,116	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	16 organizations. Compensation range \$7,116–\$73,221; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$442,573); for reference, expenses \$749,894 and assets \$7,567,701. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Terence Rogers, reported title " <i>CEO/PRESIDEN</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	19th
Total compensation (D + F), as reported (no adjustments)	19th

 Reportable pay only (column D), adjusted
0th

 All sources (D + E + F), adjusted
100th

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 (Terence Rogers) 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 16 similarly situated organizations (Same NTEE sector (L22) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,488 is reasonable (approximately the 19th 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.