

# Nsp Iii Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Roaya Tyson, Executive Director / CEO** (\$38,719) against **every comparable organization** that fit the selection criteria — **283** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$178,950 and \$400,635 — 0.67x to 1.50x the subject's \$267,090 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

**283** organizations qualified on sector, size, and geography → **283** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,643	\$19,384	\$38,262	\$63,943	\$86,697	\$38,719
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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
<a href="#">Orlando Regional Realtor Foundation</a>	FL	\$267,125	Ceo	\$67,148	<b>\$67,148</b>	2024
<a href="#">Southern Hills Preservation Corpora</a>	NY	\$267,416	Exec. Direct	\$69,808	<b>\$67,148</b>	2024
<a href="#">Montana Mobility Impaired Housing</a>	MN	\$267,768	President/tr	\$65,715	<b>\$71,163</b>	2023
<a href="#">Chambersburg Housing Inc</a>	PA	\$266,072	Interim President/ceo	\$17,059	<b>\$18,109</b>	2024
<a href="#">Helping Hands United Incorporated</a>	CA	\$264,244	President & Ceo	\$4,300	<b>\$3,952</b>	2024
<a href="#">Madison Street Housing Development</a>	NY	\$264,150	President/ed	\$61,872	<b>\$59,514</b>	2024
<a href="#">Snhs Greenfield Elderly Housing Inc</a>	NH	\$264,067	Treasurer	\$53,564	<b>\$51,291</b>	2025
<a href="#">Wesley Asi Of Northern Virginia</a>	VA	\$263,556	Secretary	\$28,094	<b>\$28,875</b>	2024
<a href="#">Freedom House Inc</a>	PA	\$263,505	Executive Di	\$32,329	<b>\$34,318</b>	2024
<a href="#">Mill Creek Apartments</a>	CA	\$263,192	Secretary/treasurer	\$39,437	<b>\$36,250</b>	2024
<a href="#">Pierce County Affordable Housing</a>	WA	\$262,425	Agency Director	\$29,176	<b>\$28,627</b>	2023
<a href="#">Liberty Hill Redevelopment Group</a>	SC	\$262,380	Operations Director	\$55,189	<b>\$63,098</b>	2023
<a href="#">Moreland Affordable Housing Corporation</a>	MA	\$272,007	President (As Of 1/2024)	\$19,566	<b>\$18,716</b>	2024
<a href="#">Stop It Now Inc</a>	MA	\$262,040	President/ceo	\$32,663	<b>\$32,167</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pine Cone Manor Inc</a>	MN	\$272,190	President/ceo	\$18,462	<b>\$19,419</b>	2024
<a href="#">Our Casas Resident Council Incorporated</a>	TX	\$261,827	Executive Director	\$40,010	<b>\$43,862</b>	2023
<a href="#">Kce Inc</a>	MD	\$261,675	President Ceo	\$17,900	<b>\$18,340</b>	2023
<a href="#">The Reach Project</a>	TX	\$260,261	Executive Dir.	\$59,615	<b>\$63,479</b>	2024
<a href="#">Sheltering Palms Foundation Inc</a>	FL	\$259,861	President	\$191,666	<b>\$197,327</b>	2023
<a href="#">Ecology House Inc</a>	CA	\$259,749	President	\$21,418	<b>\$19,687</b>	2024
<a href="#">Altoona Housing Corporation</a>	WI	\$259,742	Executive Director And Office Manager	\$19,500	<b>\$21,678</b>	2024
<a href="#">Edenhope Villa Esperanza Inc</a>	CA	\$259,493	President	\$39,896	<b>\$36,672</b>	2024
<a href="#">Housing Opportunities Housing</a>	NY	\$274,875	President	\$2,614	<b>\$2,514</b>	2024
<a href="#">Gladwin Ogemaw Fuller Center For</a>	MI	\$275,039	Executive Di	\$26,460	<b>\$29,931</b>	2023
<a href="#">Neighborhood Housing Renewal Corp li</a>	CA	\$259,011	Secretary, Treasurer	\$26,376	<b>\$24,960</b>	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 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 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **283** organizations. Compensation range \$162–\$372,357; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$267,090); for reference, expenses \$335,711 and assets \$1,951,719.
ROLE MATCH	Roaya Tyson, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	183 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 peers fall outside 1.5x 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	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	53 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	77 <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 (Roaya Tyson) 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 283 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue).
3. The authorized body determined that total compensation of \$38,719 is reasonable (approximately the 52<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.