

Alverno Housing Corporation

Executive Director / CEO

EIN 391441818

WI · NTEE L21

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ted Behncke, Executive Director / CEO** (\$8,312) against **every comparable organization** that fit the selection criteria — **213** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

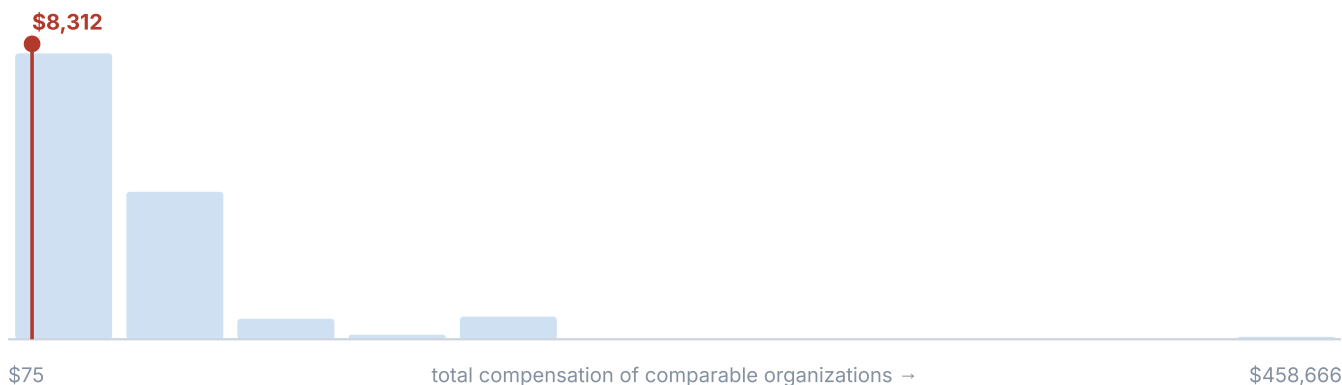
Benchmarked executive: Ted Behncke — reported title “PRESIDENT (THRU JUNE 2024)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (L21). |
| BUDGET | Total revenue between \$298,860 and \$669,090 — 0.67x to 1.50x the subject's \$446,060 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue. |

213 organizations qualified on sector, size, and geography → **213** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|----------|----------------|
| \$10,358 | \$20,293 | \$34,919 | \$51,491 | \$79,170 | \$8,312 |
|----------|----------|----------|----------|----------|----------------|



■ 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 WI 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 |
|--|-------|-----------|-----------------------------|-----------------|------------------|------|
| Lucian Manor Affordable Housing Inc | CA | \$447,045 | President/ceo | \$12,716 | \$10,825 | 2023 |
| United Church Residences Of Goshen | OH | \$444,189 | Treasurer | \$34,230 | \$35,740 | 2023 |
| Sacred Heart Village Ii Inc | CO | \$450,091 | President | \$13,716 | \$12,593 | 2024 |
| Ruperts Kids Inc | IN | \$450,629 | President & Secretary | \$23,700 | \$23,931 | 2024 |
| Episcopal Housing Of Birmingham Inc | AL | \$451,323 | Executive Director | \$13,829 | \$14,305 | 2024 |
| Tg 304 Inc | TX | \$451,897 | Executive Director | \$29,794 | \$28,537 | 2024 |
| Winter Grove Inc | CT | \$440,150 | President/ceo | \$81 | \$75 | 2023 |
| Semiperm Housing Development | NY | \$439,815 | President (Through 2/23/24) | \$16,551 | \$14,321 | 2024 |
| Augusta Voa Elderly Housing Inc | VA | \$453,945 | President | \$183,373 | \$165,163 | 2025 |
| Kukui Kauhale Inc | HI | \$437,763 | Director | \$46,064 | \$39,489 | 2024 |
| Victoria Voa Elderly Housing Inc | VA | \$437,417 | President | \$183,373 | \$165,163 | 2025 |
| Luther Court Inc | PA | \$437,000 | Ceo And Chair | \$39,302 | \$38,637 | 2023 |
| Villa At Meadow View Inc | MA | \$456,354 | President | \$13,889 | \$11,951 | 2024 |
| Envision Communities Inc | MN | \$434,949 | Chair | \$12,681 | \$12,353 | 2023 |
| United Church Residences Of Burlington | OH | \$459,652 | Treasurer | \$34,230 | \$35,740 | 2023 |
| Villa San Pedro Hdc Inc | CA | \$432,245 | President | \$69,198 | \$57,214 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|----------------------|-----------------|------------------|------|
| United Church Residence Of Athens | OH | \$431,054 | Treasurer | \$50,772 | \$51,491 | 2024 |
| United Church Residences Of North Lewisburg Ohio Inc | OH | \$463,457 | Treasurer | \$34,230 | \$35,740 | 2023 |
| National Church Residences | OH | \$427,717 | President | \$48,755 | \$48,171 | 2025 |
| Cypress West Housing Development Fund | NY | \$426,455 | Ceo | \$25,826 | \$22,346 | 2024 |
| Oak House Inc | MI | \$426,375 | Executive Di | \$72,401 | \$71,556 | 2024 |
| Torrington Voa Elderly Housing Inc | VA | \$425,256 | President | \$183,373 | \$165,163 | 2025 |
| Bristol Gardens Inc | PA | \$466,891 | President/ T | \$46,154 | \$45,373 | 2023 |
| Opportunities Unlimited Of Erie Inc | PA | \$425,105 | Executive Dir. | \$45,760 | \$43,695 | 2024 |
| William Booth Residence Inc A Nc Corp (| GA | \$424,511 | Director / President | \$38,945 | \$37,495 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 213 organizations. Compensation range \$75–\$458,666; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$446,060); for reference, expenses \$344,148 and assets \$918,007.

ROLE MATCH Ted Behncke, reported title "*PRESIDENT (THRU JUNE 2024)*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 170 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 14 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 | 8 th |
| Total compensation (D + F), as reported (no adjustments) | 8 th |
| Reportable pay only (column D), adjusted | 0 th |
| All sources (D + E + F), adjusted | 52 nd |

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 (Ted Behncke) 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 213 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,312 is reasonable (approximately the 8th 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.