

Neighborhood Housing Services Of

Executive Director / CEO

EIN 411386993

MN · NTEE L210

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andrea Reese, Executive Director / CEO** (\$9,333) against **every comparable organization** that fit the selection criteria — **142** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Andrea Reese — 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 (L210).

BUDGET Total revenue between \$56,141 and \$125,691 — 0.67x to 1.50x the subject's \$83,794 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

142 organizations qualified on sector, size, and geography → **142** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,758	\$11,584	\$21,523	\$36,197	\$55,005	\$9,333
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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 MN 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
Creative Housing Inc Vi	OH	\$84,329	President	\$8,713	\$9,339	2023
Homes For Independence Space Coast Inc	FL	\$84,397	President/ceo	\$38,173	\$36,292	2023
Greater Springfield Residences Inc	MA	\$83,170	Clerk, Director	\$161,815	\$142,937	2024
Mosaic Housing Corp Xiv - Rockford	NE	\$84,510	President	\$26,896	\$28,436	2024
Shdc No 10 Inc	HI	\$84,951	Exec. Dir. & Asst Secr.	\$12,721	\$11,526	2023
Robin's Terrace Inc	OH	\$85,117	President	\$9,146	\$9,523	2024
Walnut Housing Development Corporation	PA	\$85,213	Director Of Construction	\$13,787	\$13,914	2023
Mother Teresa House Inc	DE	\$81,900	Executive Director	\$14,243	\$13,709	2024
Hawkeye Housing Nfp	IL	\$81,691	President	\$82,909	\$80,123	2024
Cathedral Terrace Inc	FL	\$80,984	Ceo/exec Dir	\$36,132	\$33,366	2024
Allies Homes 2004 Inc	NJ	\$80,935	Chief Executive Officer	\$29,476	\$25,870	2024
Independent Living Horizons Ten Inc	GA	\$80,919	President/ceo	\$21,151	\$21,523	2023
Lulac Amistad Apartments	TX	\$87,184	Director	\$10,500	\$10,630	2023
National Housing Resource Group Inc	NY	\$79,547	President	\$10,000	\$8,654	2025
Nccs - Housing Families First	MI	\$79,533	President/ceo	\$25,919	\$26,297	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Watertower South Inc	IN	\$88,165	Ex-officio & Regional Ceo	\$63,183	\$67,432	2023
Firehouse Place Inc	MA	\$88,198	Executive Director	\$24,789	\$21,897	2024
Grundy County Supportive Housing Corporation	MO	\$79,324	Executive Director	\$17,438	\$18,692	2023
Proctor Community Housing Corporation	MA	\$88,365	Ceo	\$38,786	\$34,261	2024
Lss Housing Waukesha Hickory Flats Inc	WI	\$79,130	President	\$40,683	\$41,766	2024
Freeport Community Development Inc	NY	\$79,000	President/director	\$3,000	\$2,665	2024
8200-8300 Franklin Blvd	OH	\$78,955	Executive Director	\$37,042	\$38,566	2024
Cynthia Gardens Housing Development	NY	\$88,911	Executive Director	\$12,178	\$10,818	2024
Shdc No 9 Inc	HI	\$78,428	Assistant Secretary	\$12,721	\$11,526	2023
Park Place Of Alliance Inc	OH	\$90,023	Executive Director	\$13,581	\$14,139	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **142** organizations. Compensation range \$279–\$251,559; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$83,794); for reference, expenses \$211,725 and assets \$2,705,728. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Andrea Reese, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	132 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	15 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	5 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 (Andrea Reese) 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 142 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,333 is reasonable (approximately the 15th 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.