

Usvets - Arizona

Executive Director / CEO

EIN 453683043

CA · NTEE L99

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Stephen Peck, Executive Director / CEO** (\$18,095) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Stephen Peck — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L99).

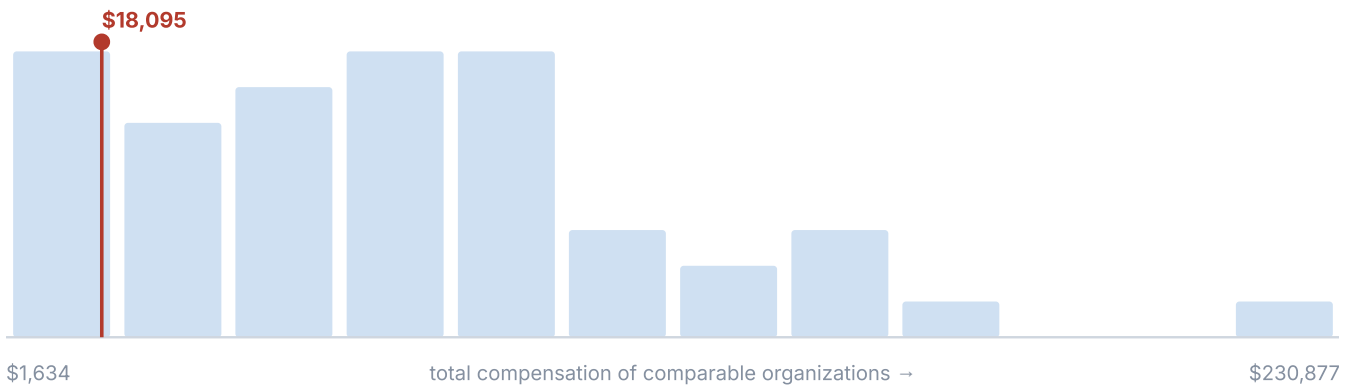
BUDGET Total revenue between \$267,780 and \$599,508 — 0.67x to 1.50x the subject's \$399,672 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography

→ **47** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$17,312	\$35,522	\$64,620	\$88,835	\$132,903	\$18,095
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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 CA 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
Bleeding Disorders Association	SC	\$401,157	Director	\$75,000	\$90,612	2023
Coronado Interfaith Housing Corporation	CA	\$402,681	President	\$12,848	\$12,479	2024
Architectural Salvage Warehouse Of	MI	\$389,144	Executive Di	\$76,648	\$88,991	2024
Harmony Village Senior Nonprofit Housing Corp	MI	\$415,474	Administrator	\$48,655	\$56,490	2024
Miracles Happen Recovery Residence	GA	\$416,035	Executive Di	\$45,000	\$52,399	2023
Car Housing Affordability Fund	CA	\$420,324	Treasurer	\$47,274	\$47,274	2023
Jacksonville Community Land Trust Inc	FL	\$424,173	Executive Director	\$137,461	\$149,547	2023
Potter's House Mission Inc	PA	\$424,203	President	\$73,455	\$84,831	2023
123 Crawford Street Inc	MA	\$372,992	Cfo	\$1,616	\$1,634	2024
Main Street Apartments Inc	CA	\$369,002	President	\$21,168	\$20,031	2025
Open Arms Development Corporation	OH	\$368,146	Executive Director	\$45,540	\$54,255	2024
Grace Place Inc	MN	\$366,805	Presidentexecutive Director	\$53,083	\$59,001	2024
Los Sures 101 South 3rd Housing	NY	\$434,107	Executive Director	\$17,573	\$18,390	2023
Helping Hands Fund	MT	\$441,450	Executive Director	\$26,209	\$31,779	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Croix Family Resource Center	MN	\$442,046	Executive Director	\$76,879	\$83,247	2025
Asbury Arms North Inc	FL	\$445,308	Ceo/presiden	\$36,488	\$39,696	2023
Helping The Homeless Inc	VA	\$450,933	Chief Executive Officer	\$40,050	\$43,498	2024
Montana Fair Housing Inc	MT	\$347,061	Executive Director	\$68,450	\$82,997	2024
Warriors Center For Women Hardeman County	TN	\$344,209	Executive Director	\$33,208	\$39,264	2024
Hrpheavensreliefprograminc	TX	\$458,000	Project Manager	\$2,150	\$2,491	2023
The Innovative Housing Institute Inc	MD	\$340,116	Executive Dir.	\$93,148	\$100,851	2023
Pacific Housing Oahu Corporation	HI	\$464,084	Executive Director/asst Secretary	\$12,712	\$12,802	2024
Turn The Hearts	CA	\$332,375	Director Of Operations	\$24,000	\$24,000	2023
Mercy House Ministries Inc	TX	\$329,287	Director	\$57,430	\$64,620	2024
Urban League Of Southern Ct Inc	CT	\$479,013	Ceo	\$164,438	\$173,428	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **47** organizations. Compensation range \$1,634–\$230,877; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$399,672); for reference, expenses \$150,053 and assets \$210,526. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Stephen Peck, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 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	11 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	89 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 (Stephen Peck) 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 47 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,095 is reasonable (approximately the 11th 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.