

Lss Housing Waukesha Hickory Flats Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Hector Colon, Executive Director / CEO** (\$40,683) against **every comparable organization** that fit the selection criteria — **129** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

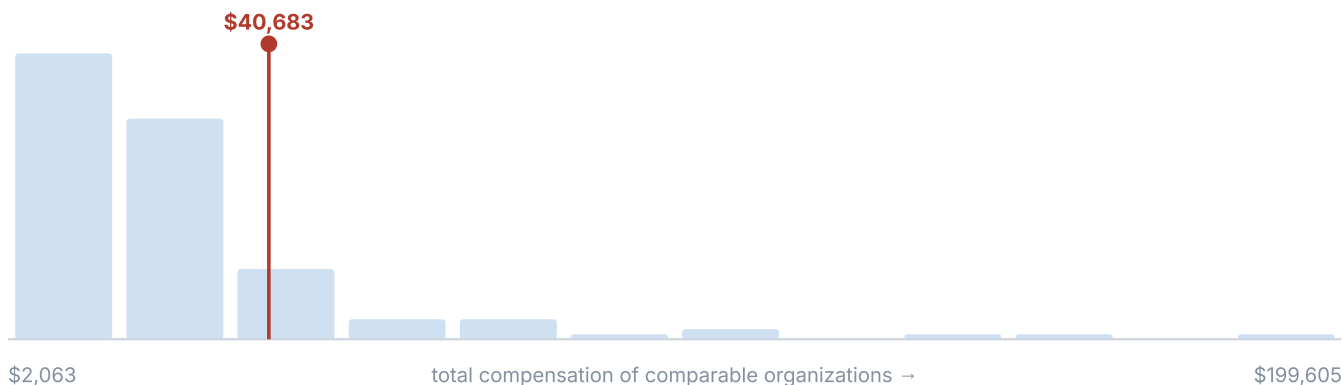
Benchmarked executive: Hector Colon — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$53,017 and \$118,695 — 0.67x to 1.50x the subject's \$79,130 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

129 organizations qualified on sector, size, and geography → **129** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,582	\$10,537	\$19,869	\$34,019	\$52,638	\$40,683
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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 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
Freeport Community Development Inc	NY	\$79,000	President/director	\$3,000	\$2,596	2024
8200-8300 Franklin Blvd	OH	\$78,955	Executive Director	\$37,042	\$37,567	2024
Grundy County Supportive Housing Corporation	MO	\$79,324	Executive Director	\$17,438	\$18,207	2023
Nccs - Housing Families First	MI	\$79,533	President/ceo	\$25,919	\$25,616	2024
National Housing Resource Group Inc	NY	\$79,547	President	\$10,000	\$8,429	2025
Shdc No 9 Inc	HI	\$78,428	Assistant Secretary	\$12,721	\$11,228	2023
Independent Living Horizons Ten Inc	GA	\$80,919	President/ceo	\$21,151	\$20,965	2023
Allies Homes 2004 Inc	NJ	\$80,935	Chief Executive Officer	\$29,476	\$25,199	2024
Cathedral Terrace Inc	FL	\$80,984	Ceo/exec Dir	\$36,132	\$32,501	2024
Ken-crest Housing Pa 2000 Inc	PA	\$76,628	Ceo	\$29,531	\$28,198	2024
Hawkeye Housing Nfp	IL	\$81,691	President	\$82,909	\$78,047	2024
Mother Teresa House Inc	DE	\$81,900	Executive Director	\$14,243	\$13,354	2024
Greater Springfield Residences Inc	MA	\$83,170	Clerk, Director	\$161,815	\$139,233	2024
Affordable Senior Housing Of	MA	\$74,574	Executive Director	\$7,138	\$6,582	2022
Neighborhood Housing Services Of	MN	\$83,794	Executive Director	\$9,333	\$9,091	2023
Evans Place Housing Inc	NJ	\$74,331	Ceo	\$11,980	\$10,242	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mosaic Housing Corp Xx - Garden City	NE	\$74,256	President	\$26,896	\$27,699	2024
Creative Housing Inc Vi	OH	\$84,329	President	\$8,713	\$9,097	2023
Homes For Independence Space Coast Inc	FL	\$84,397	President/ceo	\$38,173	\$35,352	2023
Mosaic Housing Corp Xiv - Rockford	NE	\$84,510	President	\$26,896	\$27,699	2024
Shdc No 10 Inc	HI	\$84,951	Exec. Dir. & Asst Secr.	\$12,721	\$11,228	2023
Robin's Terrace Inc	OH	\$85,117	President	\$9,146	\$9,276	2024
Walnut Housing Development Corporation	PA	\$85,213	Director Of Construction	\$13,787	\$13,553	2023
Independent Living Horizons Twelve Inc	GA	\$72,061	President/ceo	\$21,151	\$20,965	2023
Abcap Housing M Inc	OH	\$71,704	Executive Director	\$41,692	\$42,282	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 129 organizations. Compensation range \$2,063–\$199,605; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$79,130); for reference, expenses \$129,955 and assets \$1,079,589. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Hector Colon, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	120 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	84 th
Total compensation (D + F), as reported (no adjustments)	80 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 (Hector Colon) 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 129 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,683 is reasonable (approximately the 84th 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.