

Huts For Vets

Executive Director / CEO

EIN 461909592
 CO · NTEE P20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Erik Villasenor, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

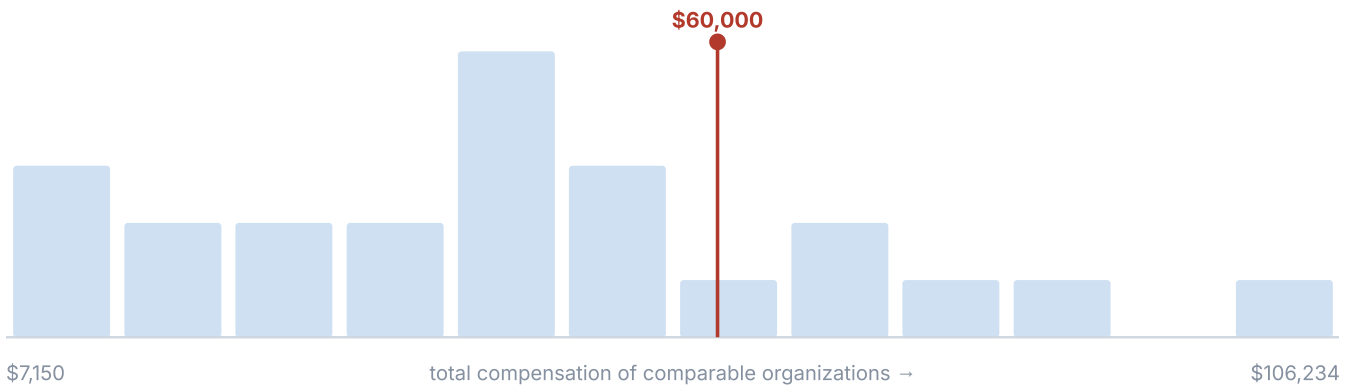
Benchmarked executive: Erik Villasenor — reported title “Executive Director/Treasurer”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$136,322 and \$305,200 — 0.67x to 1.50x the subject's \$203,467 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CO + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,736	\$28,678	\$45,732	\$58,333	\$72,498	\$60,000
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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 CO 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
Eagles Nest Ranch	CO	\$199,115	Executive Dir.	\$42,000	\$40,795	2024
Park County Senior Coalition Inc	CO	\$208,416	Exec Directo	\$38,002	\$36,912	2024
Nurturing Newborns	CO	\$208,925	Manager	\$11,000	\$10,684	2024
Crestone Eagle Community Media	CO	\$209,008	Former Director	\$30,000	\$29,139	2024
The Lion Project	CO	\$209,109	Executive Director	\$70,000	\$67,992	2024
Bakhita Mountain Home Inc	CO	\$195,680	Executive Director	\$109,372	\$106,234	2024
Touching Africa Ministries	CO	\$216,525	President	\$7,150	\$7,150	2023
Hope Has No Borders	CO	\$217,462	Board Member	\$23,372	\$22,701	2024
Restored Hope Network	CO	\$220,134	Executive Dir.	\$69,784	\$67,782	2024
Collegiate Crossings Inc	CO	\$223,288	Executive Director	\$63,111	\$61,300	2024
Fish For Change	CO	\$232,757	Vice Chair And Secretary	\$15,000	\$14,570	2024
Confluence Ministries	CO	\$235,973	Director & P	\$75,800	\$73,625	2024
Loaves & Fishes Inc	CO	\$236,304	Exec Director	\$40,000	\$38,852	2024
Crazy Faith Street Ministry	CO	\$239,948	Executive Director	\$57,000	\$55,365	2024
Good Life Refuge	CO	\$243,200	President/director	\$21,000	\$20,398	2024
Selah Mountain Ranch	CO	\$156,045	Director	\$47,911	\$46,536	2024
Healthy Living Systems Inc	CO	\$155,421	Executive Project Director	\$29,050	\$28,217	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Western Slope Native American Resource Center	CO	\$252,717	Executive Director	\$87,969	\$85,445	2024
Stillwater Ranch Inc	CO	\$145,667	Executive Dir.	\$52,203	\$50,705	2024
Colorado East Community Action	CO	\$274,123	Executive Di	\$47,083	\$45,732	2024
Lifebridge	CO	\$283,303	President	\$48,300	\$48,300	2023
Rezilientskidz	CO	\$285,691	President	\$42,730	\$42,730	2023
Swp Inc Db a Shadow Warriors	CO	\$303,540	Treasurer	\$52,379	\$50,876	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 23 organizations. Compensation range \$7,150–\$106,234; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$203,467); for reference, expenses \$296,538 and assets \$246,084. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Erik Villasenor, reported title "*Executive Director/Treasurer*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	74 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	70 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 (Erik Villasenor) 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 23 similarly situated organizations (Same NTEE sector (P20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 74th 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.