

Healthy Neighborhood Enterprises

Executive Director / CEO

EIN 464299259

VA · NTEE S30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Terez Patterson, Executive Director / CEO** (\$65,337) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

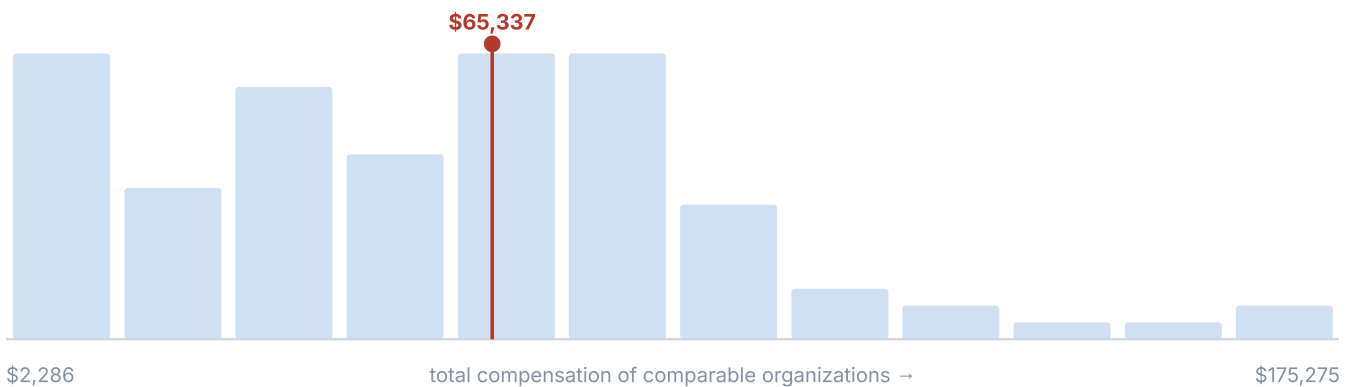
Benchmarked executive: Terez Patterson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$134,012 and \$300,028 — 0.67x to 1.50x the subject's \$200,019 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

103 organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,200	\$30,931	\$58,687	\$79,173	\$96,139	\$65,337
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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 VA 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
Perris Community Economic Development Co	CA	\$200,227	Chief Executive Director	\$27,674	\$24,749	2023
Emancipation Economic Development Council	TX	\$198,287	Executive Director	\$93,674	\$94,263	2024
Crazy Love Africa	CO	\$203,713	Executive Director	\$11,000	\$10,924	2023
Catalyst Community Capital Inc	FL	\$195,564	Ceo / Board Member	\$11,002	\$10,704	2023
Foodworks Alliance Llc	OH	\$195,468	Executive Di	\$34,678	\$38,040	2023
Montana West Economic Development	MT	\$205,356	President/ceo	\$11,287	\$12,239	2024
Stanly County Convention And Vistiors Bureau Inc	NC	\$206,625	Director	\$50,977	\$51,621	2025
Common Wealth Inc	OH	\$208,039	Executive Director	\$34,698	\$36,971	2024
Old Town Commercial Association	MI	\$208,424	Executive Director	\$66,308	\$68,850	2024
Northwest Wisconsin Economic	WI	\$208,540	Fiscal Manager	\$44,333	\$46,576	2024
Chautauqua Opportunities For	NY	\$191,315	Ceo	\$20,241	\$18,399	2024
Gateway South Innovation District	MO	\$209,054	President	\$63,747	\$69,927	2023
Blades Economic Development Corporation	DE	\$190,730	Dockmaster	\$19,200	\$18,912	2024
Keyah Advanced Rural Manufacturing Alliance	NM	\$190,416	Chief Executive Officer	\$60,500	\$65,459	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Elwood Community Development Corporation	IN	\$210,909	Executive Director	\$7,097	\$7,528	2024
Boonslick Community Development	MO	\$213,628	Ex Officio M	\$87,706	\$96,209	2023
Columbus Compact Corporation	OH	\$213,718	President &	\$80,900	\$86,197	2024
The Quilt Corporation Nfp Inc	IL	\$183,028	President	\$11,700	\$11,571	2024
Bay Area Women Coalition Inc	AL	\$217,019	Executive Di	\$54,000	\$58,687	2024
Betamore Inc	MD	\$217,026	Executive Dir.	\$77,500	\$75,041	2023
Sustain Blaine Inc	ID	\$182,961	Executive Director	\$110,000	\$117,715	2024
Gallatin Valley Foundation For Economic	MT	\$182,243	Executive Dir	\$12,546	\$13,605	2024
Inner City Green Team Economic And Enviromental Development	NY	\$217,956	Charlton	\$100,000	\$90,902	2024
Twin Cities Innovation Alliance	MN	\$181,975	Founder Board Member	\$71,030	\$68,785	2025
Elevate Edgerton Inc	KS	\$220,011	President/tr	\$137,815	\$149,776	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **103** organizations. Compensation range \$2,286–\$175,275; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$200,019); for reference, expenses \$108,155 and assets \$287,033. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Terez Patterson, reported title " <i>EXECUTIVE DIRECTOR</i> "; benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 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	52 nd
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	39 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 (Terez Patterson) 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 103 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,337 is reasonable (approximately the 52nd 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.