

# Willard & Alpha Wiegrefe Foundation

Executive Director / CEO

EIN 474338915  
 MN · NTEE L99  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Harley Meiners, Executive Director / CEO** (\$3,600) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Harley Meiners — 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 (L99).

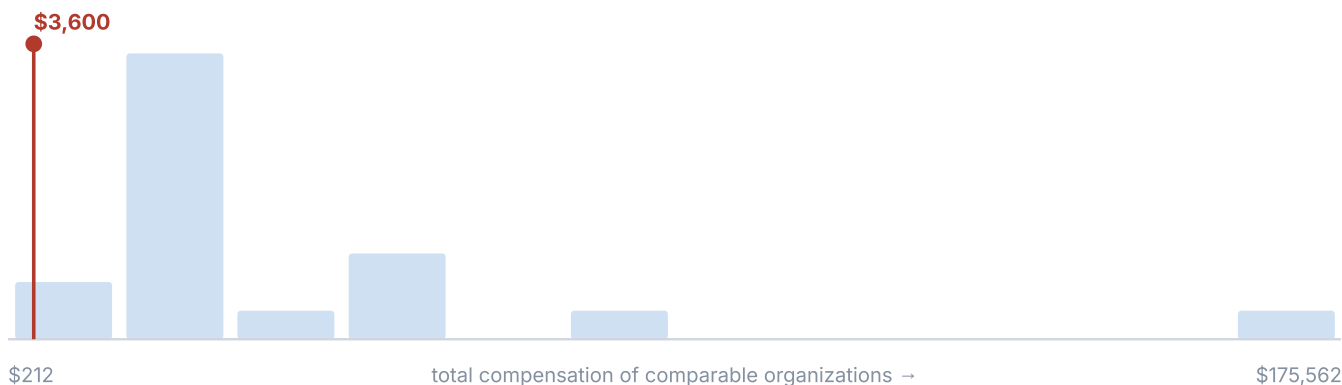
**BUDGET** Total revenue between \$51,787 and \$115,942 — 0.67x to 1.50x the subject's \$77,295 (the band tightens as size grows).

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

**18** organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,214

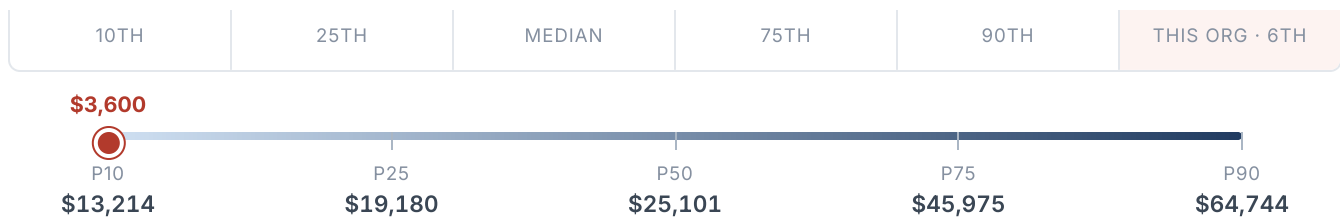
\$19,180

\$25,101

\$45,975

\$64,744

**\$3,600**



## ■ 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
<a href="#">Bsdc Neighborhood Homes Hdfc</a>	NY	\$74,983	President And Ceo	\$17,701	<b>\$15,723</b>	2024
<a href="#">Spring Place Inc</a>	MD	\$72,580	President	\$20,272	<b>\$19,180</b>	2023
<a href="#">Central Ms Assisted Living Home</a>	MS	\$72,000	Director	\$15,600	<b>\$17,584</b>	2023
<a href="#">Patriot Community Development Inc</a>	TX	\$84,746	Treasurer	\$173,421	<b>\$175,562</b>	2023
<a href="#">Oldetowne Homes Inc</a>	MD	\$67,425	President	\$20,272	<b>\$19,180</b>	2023
<a href="#">Life Concepts Independent Living.li Inc</a>	FL	\$65,896	Chief Executive Officer	\$24,427	<b>\$23,223</b>	2023
<a href="#">Leeway-scattered Site Housing Inc</a>	CT	\$91,224	Executive Director	\$29,593	<b>\$28,081</b>	2023
<a href="#">Valley Of The Sun School Properties Three</a>	AZ	\$93,344	Director	\$19,940	<b>\$19,407</b>	2023
<a href="#">Hickernell Homes Inc</a>	MD	\$95,239	President	\$20,272	<b>\$19,180</b>	2023
<a href="#">Housing Opportunitites Made Easier</a>	CA	\$97,236	Executive Director	\$61,468	<b>\$52,175</b>	2024
<a href="#">Spectrum Haworth Home Inc</a>	NJ	\$57,055	President/ceo	\$54,495	<b>\$47,828</b>	2024
<a href="#">Pendlove Inc</a>	TN	\$100,148	Executive Director	\$25,360	<b>\$26,978</b>	2023
<a href="#">Champion Place Inc</a>	NY	\$100,442	Treasurer	\$8,287	<b>\$7,361</b>	2024
<a href="#">Lss Housing South Willow Inc</a>	WI	\$100,492	President	\$38,239	<b>\$40,416</b>	2023
<a href="#">Tiny Village Spirit</a>	CA	\$104,151	Executive Director	\$250	<b>\$212</b>	2024
<a href="#">Metro North Community Development Corp</a>	FL	\$108,340	Executive Dir.	\$60,000	<b>\$55,407</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Broward Coalition For The Homeless</a>	FL	\$110,120	Chairman	\$91,015	<b>\$86,530</b>	2023
<a href="#">Greenlawn Centerport Historical Association</a>	NY	\$110,937	Director	\$32,800	<b>\$28,384</b>	2025

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	18 organizations. Compensation range \$212–\$175,562; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$77,295); for reference, expenses \$108,277 and assets \$1,555,611. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Harley Meiners, reported title <i>"PRESIDENT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>

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Reportable pay only (column D), adjusted

61<sup>st</sup>

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All sources (D + E + F), adjusted

6<sup>th</sup>

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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

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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 (Harley Meiners) 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 18 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,600 is reasonable (approximately the 6<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.