

High Plains Housing Resources Inc

Executive Director / CEO

EIN 475533794

KS · NTEE L11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Craig A Poe, Executive Director / CEO** (\$48,469) against **every comparable organization** that fit the selection criteria — **95** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Craig A Poe — 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 (L11).
BUDGET	Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

95 organizations qualified on sector, size, and geography → **95** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$7,869	\$14,353	\$25,644	\$44,840	\$106,791	\$48,469
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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 KS 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
Asset Holdings Inc	GA	\$0	Ceo/director	\$471,348	\$438,690	2024
Provident Group Girard Properties Inc	LA	\$0	President	\$27,395	\$28,747	2023
Garden City Neighbors Inc	MT	\$0	Executive Di	\$3,614	\$3,606	2024
Westminster Foundation Iii Inc	FL	\$0	Ceo/presiden	\$44,437	\$38,641	2024
Douglas Gardens Holding Corp Inc	FL	\$0	President	\$14,478	\$12,590	2024
George T Douris Housing Development	NY	\$0	Executive Director	\$24,759	\$20,709	2024
Fhcsd Housing Inc	CA	\$0	President, Ceo	\$60,907	\$50,120	2023
The Peak Inc	CO	\$0	Board Chair	\$15,697	\$13,932	2024
Cpnj-laurel Inc	NJ	\$0	President - Ceo	\$19,321	\$15,968	2024
Chesapeake Bay Housing Inc	VA	\$0	Chairman	\$17,050	\$15,238	2024
Peace Center Properties	SC	\$0	Assistant Treasurer	\$29,949	\$28,921	2024
Esperanza Rhf Housing	CA	\$0	President/ceo	\$76,739	\$61,337	2024
Nsi - Lincoln County	MO	\$0	Ceo	\$5,743	\$5,630	2024
Win Housing Development Fund Company	NY	\$0	President & Ceo	\$8,404	\$7,029	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Perth Amboy Housing Inc	NJ	\$0	Executive Director	\$256,277	\$211,799	2024
Hrca Brookline Housing 108 Centre Street Inc	MA	\$0	President And Ceo (Thru 7/2023, Returned 5/2024 To Current)	\$84,903	\$70,622	2024
431 Herkimer Street Hdfc Inc	NY	\$0	Ceo	\$41,741	\$34,913	2024
1559 Boone Avenue Housing Development	NY	\$0	Ceo	\$41,741	\$34,913	2024
Judson Terrace Homes Inc	CA	\$0	Chief Executive Officer	\$40,383	\$32,278	2024
Menorah Plaza Housing Corporation	MN	\$0	Ceo	\$22,194	\$20,299	2024
Episcopal Home At West Columbia	SC	\$0	Ceo	\$116,170	\$112,181	2024
House New York Inc	NY	\$0	President And Ceo	\$31,675	\$26,494	2024
Plymouth Place Holdings Inc	IL	\$0	Chief Executive Officer	\$31,372	\$28,549	2024
Heartland Housing Inc	IL	\$0	President/ceo (Part Year)	\$64,935	\$59,092	2024
Riverview Non-profit Housing Corporation	MI	\$0	Assistant Secretary	\$69,471	\$66,374	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	95 organizations. Compensation range \$2,117–\$1,099,856; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$0); for reference, expenses \$21 and assets \$-76. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Craig A Poe, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	89 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	76 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	27 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 (Craig A Poe) 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 95 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$48,469 is reasonable (approximately the 76th 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.