

Abilities At San Juan Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Bruce Patterson, Executive Director / CEO** (\$38,173) against **every comparable organization** that fit the selection criteria — **166** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Bruce Patterson — reported title "PRESIDENT/CEO", 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 \$72,245 and \$161,743 — 0.67x to 1.50x the subject's \$107,829 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

166 organizations qualified on sector, size, and geography → **166** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,829	\$12,551	\$23,683	\$51,571	\$67,687	\$38,173
---------	----------	----------	----------	----------	----------



● 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 FL 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
Augusta Affordable Housing Corporation	GA	\$107,537	Secretary-treasurer	\$46,144	\$47,972	2024
Gracemont House Inc	TX	\$107,130	Secretary/treasurer	\$17,946	\$18,083	2025
Bridgewell Lynn Housing Corporation	MA	\$106,456	Ceo	\$21,300	\$20,375	2023
Guide Nashville Homes Inc	MD	\$105,857	President	\$20,272	\$20,175	2023
Hope Werner Housing Inc	MD	\$110,309	President	\$11,364	\$11,309	2023
Valley Housing Fund	CO	\$105,102	Executive Di	\$88,123	\$87,368	2024
Crider Center Choices Inc	MO	\$111,128	Executive Director	\$81,956	\$89,751	2024
Center Housing Development Fund	NY	\$104,492	Pres/ceo/tre	\$32,879	\$30,719	2024
Advent Housing Group Inc	NC	\$104,285	Ceo	\$17,706	\$19,475	2023
Bettye Ruth Kay Community Homes Inc	OH	\$104,192	Executive Director (March - July)	\$6,490	\$7,107	2024
Ouabache Village Inc	IN	\$111,556	President	\$44,374	\$48,383	2024
Interfaith Development	CA	\$112,824	President	\$12,848	\$11,470	2024
Williams Street Apartments Inc	MO	\$102,707	President	\$7,395	\$7,890	2025
Lillian Holliday Residence Corporation	PA	\$113,416	President/ceo	\$55,952	\$59,395	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Csp Kehillah Housing	OR	\$113,564	Ceo	\$29,228	\$28,893	2023
Rosevine Inc	CA	\$101,792	Ceo	\$47,732	\$43,874	2023
Vesta Charles Inc	MD	\$113,884	President	\$21,417	\$20,703	2024
Friendship House Apartments Inc	MO	\$101,720	Chairman	\$15,116	\$16,553	2024
Mhccc Housing Corp lic	IL	\$101,337	Director	\$42,513	\$43,214	2024
Yes Housing Of Arizona Inc	NM	\$114,384	President/ceo	\$79,092	\$87,956	2024
Andrew J Flodin Apartments	AK	\$100,909	Executive Di	\$19,902	\$19,673	2024
Bridge Point Senior Village Inc	OH	\$114,933	Executive Director	\$6,211	\$7,003	2023
Desert Esperanza Inc	AZ	\$100,118	President/ceo	\$3,000	\$2,983	2024
Camelot Casitas	CO	\$99,574	Vice President	\$35,660	\$35,354	2024
Rose-arc Housing Inc	RI	\$116,367	Chief Executive Officer	\$223,152	\$215,536	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 166 organizations. Compensation range \$286–\$264,597; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$107,829); for reference, expenses \$122,517 and assets \$470,413.

ROLE MATCH	Bruce Patterson, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	149 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	64 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 rd

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 (Bruce 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 166 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,173 is reasonable (approximately the 64th 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.