

# Greater Harrisburg Voa Living Ctr

Executive Director / CEO

EIN 581917709

VA · NTEE L21Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Budzynski, Executive Director / CEO** (\$116,809) against **every comparable organization** that fit the selection criteria — **202** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

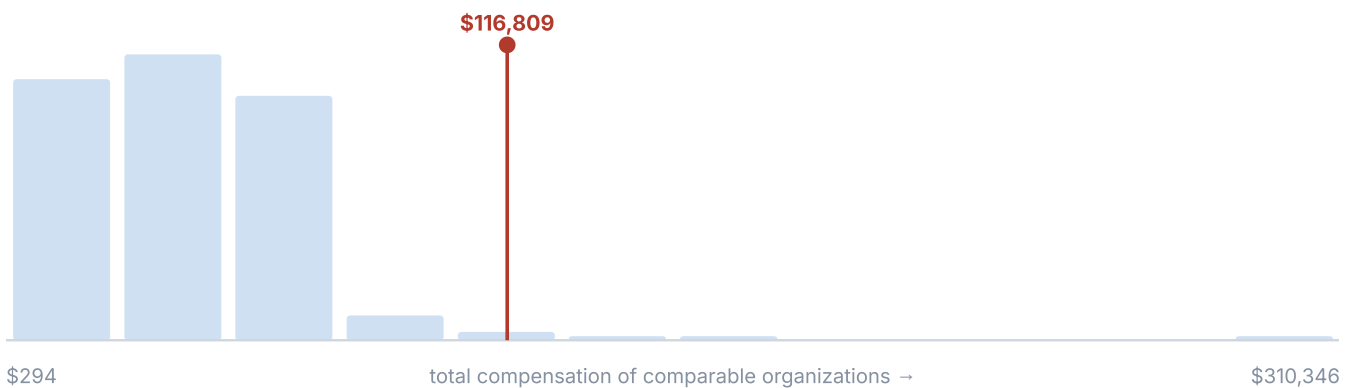
**Benchmarked executive:** Joseph Budzynski — reported title "ASST SEC/ASS", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21Z).
BUDGET	Total revenue between \$140,696 and \$314,992 — 0.67x to 1.50x the subject's \$209,995 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

**202** organizations qualified on sector, size, and geography → **202** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,600	\$22,961	\$39,333	\$60,396	\$71,069	<b>\$116,809</b>
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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
<a href="#">Ken-crest Housing Pa 2002 Inc</a>	PA	\$209,574	Ceo	\$29,531	<b>\$31,307</b>	2024
<a href="#">Ken-crest Housing Pennsylvania Inc</a>	PA	\$208,688	Ceo	\$29,531	<b>\$31,307</b>	2024
<a href="#">Community Housing Association Of Dodge</a>	KS	\$208,360	Housing Coordinator	\$24,866	<b>\$29,402</b>	2023
<a href="#">Ginger Ford Northshore Fuller Center For Housing Inc</a>	LA	\$211,927	Associate Director	\$49,800	<b>\$58,297</b>	2024
<a href="#">Neider House Ltd</a>	ID	\$207,996	Executive Director	\$16,468	<b>\$19,174</b>	2023
<a href="#">Rogers Supportive Housing Inc</a>	MN	\$207,613	President/tr	\$68,006	<b>\$69,596</b>	2025
<a href="#">Rubicon Homes</a>	CA	\$212,559	Ceo And President	\$10,555	<b>\$9,689</b>	2024
<a href="#">Ellenburg Housing Development Fund</a>	NY	\$212,855	Manager	\$31,412	<b>\$30,175</b>	2024
<a href="#">Cpnj Plainfield Residence li Inc</a>	NJ	\$206,584	Ceo - President	\$17,303	<b>\$16,908</b>	2023
<a href="#">Snhs Elderly Housing X Inc</a>	NH	\$206,533	Treasurer	\$53,564	<b>\$51,224</b>	2025
<a href="#">Park East House Inc</a>	CO	\$213,464	Board President & Ceo Of Mhcd	\$24,467	<b>\$25,678</b>	2023
<a href="#">Chesapeake Supportive Housing Inc</a>	MN	\$205,589	President/tr	\$65,715	<b>\$71,069</b>	2023
<a href="#">Harbor Homes li Inc</a>	NH	\$214,631	President & Ceo (End 10/2022)	\$34,771	<b>\$35,140</b>	2023
<a href="#">Association Properties Inc</a>	MA	\$214,813	President & Ceo	\$7,164	<b>\$6,844</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Catalyst Housing Inc</a>	CA	\$214,975	Executive Dir.	\$3,602	<b>\$3,306</b>	2024
<a href="#">Connection Fund - Jefferson Inc</a>	CT	\$204,610	Ceo	\$35,690	<b>\$36,625</b>	2023
<a href="#">Sheltering Tree Housing Corporation</a>	NE	\$204,267	Executive Director	\$6,730	<b>\$7,695</b>	2024
<a href="#">Group Homes Of Alabama Voa Elderly</a>	AL	\$216,015	President/ceo	\$53,238	<b>\$59,567</b>	2025
<a href="#">Duluth Supportive Housing Inc</a>	MN	\$216,117	President/tr	\$68,006	<b>\$69,596</b>	2025
<a href="#">Garden Court</a>	WA	\$203,767	President	\$22,967	<b>\$21,860</b>	2024
<a href="#">Shelbourne Supportive Housing Inc</a>	MN	\$203,633	President/tr	\$68,006	<b>\$69,596</b>	2025
<a href="#">Triple R Community Housing I Inc</a>	AZ	\$217,338	President/ceo	\$3,000	<b>\$3,067</b>	2024
<a href="#">Hubbard County Senior Housing Inc</a>	MN	\$202,387	President & Ceo	\$41,871	<b>\$43,984</b>	2024
<a href="#">Hawthorne Supportive Housing Inc</a>	NJ	\$217,758	Secretary/treasurer	\$25,989	<b>\$25,397</b>	2023
<a href="#">Margaret Wagner Apartments Inc</a>	OH	\$217,943	President & Ceo	\$29,437	<b>\$34,124</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	202 organizations. Compensation range \$294–\$310,346; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$209,995); for reference, expenses \$262,597 and assets \$949,633.
ROLE MATCH	Joseph Budzynski, reported title "ASST SEC/ASS", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	172 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	99 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</sup>

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 (Joseph Budzynski) 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 202 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$116,809 is reasonable (approximately the 99<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.