

The Housing Association Of Mississippi

Executive Director / CEO

EIN 640892901
 MS · NTEE S41
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ettie Pittman, Executive Director / CEO** (\$23,300) against **every comparable organization** that fit the selection criteria — **498** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

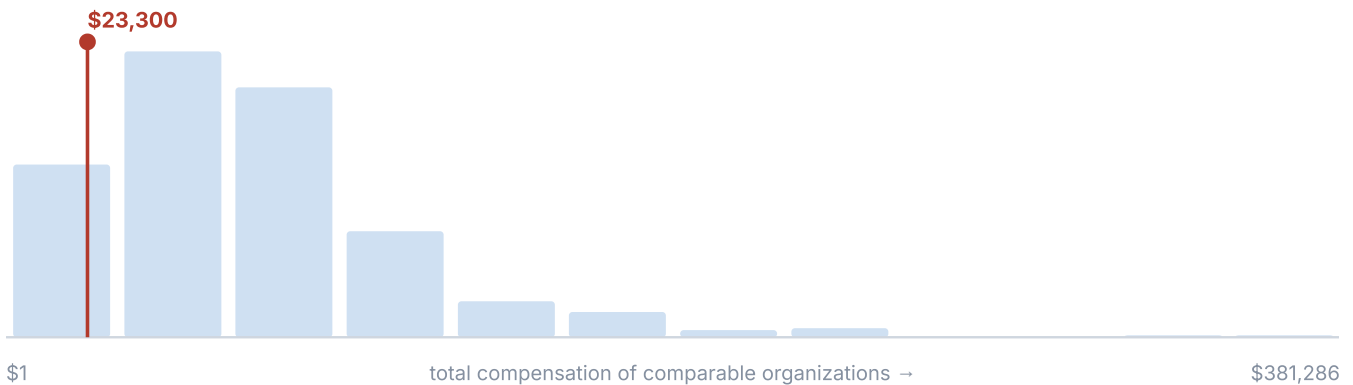
Benchmarked executive: Ettie Pittman — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$170,427 and \$381,555 — 0.67x to 1.50x the subject's \$254,370 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

498 organizations qualified on sector, size, and geography → **498** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,490	\$38,233	\$62,708	\$89,780	\$122,554	\$23,300
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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 MS 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
Flagstaff Downtown Business Alliance	AZ	\$254,845	Prior Executive Director	\$104,969	\$90,641	2024
China Enterprise Council	CA	\$253,683	Director	\$39,000	\$31,130	2023
Agencies For Children's Therapy Services	NY	\$253,650	Executive Director	\$56,000	\$46,777	2023
Aspen Sister Cities Program Inc	CO	\$253,571	President	\$800	\$689	2024
Northwest Automotive Trades	OR	\$255,423	Executive Director	\$78,332	\$67,244	2023
Sandplay Therapists Of America	CA	\$255,631	Journal Editor	\$14,000	\$10,854	2024
Fairfield Chamber Of Commerce Inc	CT	\$252,976	President	\$97,415	\$82,009	2024
Professional Trailbuilders Association	CO	\$255,996	Executive Director	\$60,062	\$51,710	2024
Central Missouri Building Industries Asn	MO	\$252,712	Executive Dir.	\$51,262	\$50,189	2023
Phcc Educational Foundation	CA	\$252,617	Ceo	\$13,059	\$10,424	2023
DeKalb County Convention & Visitors	IL	\$256,490	Executive Di	\$76,731	\$65,985	2025
Indiana Professional Dairy	IN	\$256,636	Executive Di	\$99,040	\$93,776	2024
Cape Girardeau County Board Of Realtors	MO	\$252,056	Executive Dir.	\$56,395	\$53,631	2024
Michigan Council Of Charter School	MI	\$256,777	Executive Se	\$74,400	\$68,950	2024
Utah Tech Leads Association	UT	\$251,663	President & Ceo	\$113,750	\$112,030	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater Springfield Area Sports	MO	\$257,392	Executive Di	\$44,087	\$43,164	2023
Cuyahoga County Mayors And City Managers Association	OH	\$251,263	Executive Director	\$73,132	\$69,547	2024
Heights In Progress Inc	NJ	\$250,926	President	\$32,100	\$25,733	2024
Washington Brewers Guild	WA	\$250,879	Executive Director	\$87,265	\$72,222	2023
Laurentian Chamber Of Commerce Inc	MN	\$258,002	President	\$91,914	\$81,546	2024
Childcare Association Of Louisiana	LA	\$258,172	Executive Director	\$138,259	\$136,693	2024
Rexburg Chamber Of Commerce	ID	\$250,476	Ceo	\$40,000	\$38,206	2024
Littleton Business Chamber Inc	CO	\$250,452	Executive Director	\$84,211	\$70,632	2025
Novato Downtown Old Town Business	CA	\$258,312	Executive Dir.	\$78,624	\$60,958	2024
City Of Linden District Management Corp	NJ	\$250,340	Office Manager	\$42,000	\$32,801	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 498 organizations. Compensation range \$1–\$381,286; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$254,370); for reference, expenses \$198,840 and assets \$278,628.

ROLE MATCH	Ettie Pittman, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	14 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	13 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 (Ettie Pittman) 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 498 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,300 is reasonable (approximately the 14th 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.