

Aaa Elderly Housing - Brett H Bradshaw

Executive Director / CEO

EIN 710720378
 AR · NTEE L22Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Kathy Tynes, Executive Director / CEO** (\$12,818) against **every comparable organization** that fit the selection criteria — **174** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Kathy Tynes — 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 (L22Z).
BUDGET	Total revenue between \$148,907 and \$333,375 — 0.67x to 1.50x the subject's \$222,250 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

174 organizations qualified on sector, size, and geography → **174** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,565	\$16,260	\$31,434	\$50,834	\$74,971	\$12,818
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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 AR 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
Garden Way Housing Inc	PA	\$222,506	Ceo	\$18,725	\$16,136	2024
Clark County Supportive Housinginc	MN	\$221,935	President/tr	\$68,006	\$56,570	2025
United Methodist Senior Services Of	MS	\$221,759	President/ceo	\$161,976	\$155,887	2024
Owatonna Senior Housing Inc	MN	\$221,450	President/tr	\$68,006	\$56,570	2025
Franklin Senior Housing	MN	\$223,134	Executive Vp Of Commonbond Housing	\$18,918	\$16,630	2023
201 Thurbers Inc	RI	\$221,295	Executive Director	\$10,257	\$8,750	2023
Monterey Road Supportive Housing Corp	CA	\$221,237	President	\$39,896	\$29,769	2024
River Town Heights Inc	MN	\$224,666	President And Ceo	\$41,871	\$35,752	2024
Cabell-huntington Unity Apts Inc	WV	\$224,685	President	\$53,483	\$50,040	2024
Ebenezer Lakes Senior Housing	MN	\$225,186	President	\$77,189	\$67,854	2023
Jamestown Lutheran Housing Corporation	PA	\$219,092	Chief Executive Officer	\$39,302	\$34,868	2023
Wellstone Commons Senior Housing	MN	\$218,737	Executive Vice President	\$18,918	\$16,630	2023
Germantown Section 811 Housing	PA	\$217,744	President & Ceo	\$25,525	\$22,645	2023
Asi Freeport Senior Housing Inc	MN	\$227,228	President/tr	\$65,715	\$56,111	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Garrison Place Inc	OH	\$215,277	Chief Executive Officer	\$8,517	\$7,795	2024
Good Shepherd Senior Apartments	MN	\$215,235	Administrator	\$2,256	\$1,926	2024
St Joseph Community Land Trust	NV	\$229,318	Executive Dir.	\$98,462	\$87,804	2023
Central Park Senior Residences Inc	KS	\$231,128	President	\$2,639	\$2,463	2024
Eagle Valley Senior Associates Inc	PA	\$212,362	President	\$30,792	\$26,535	2024
Beloit Assisted Living Inc	WI	\$233,461	President	\$13,019	\$11,749	2024
Chestnut Manor Association	WA	\$233,504	Secretary Treasurer	\$40,075	\$31,920	2023
Rayne Elderly Housing Corporation	FL	\$210,474	Vice Preside	\$75,384	\$61,194	2024
Hermann Senior Housing Corporation	MO	\$210,047	Director	\$3,000	\$2,746	2024
Cass County Housing Corporation	IA	\$209,629	Property Manager	\$72,292	\$68,399	2024
Jubilee Senior Homes Inc	CA	\$209,224	Ceo	\$47,732	\$36,668	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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 **174** organizations. Compensation range \$247–\$413,924; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$222,250); for reference, expenses \$224,575 and assets \$758,506.
ROLE MATCH	Kathy Tynes, reported title " <i>EXECUTIVE DIRECTOR</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	12 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	20 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	26 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 (Kathy Tynes) 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 174 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,818 is reasonable (approximately the 20th 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.