

Augusta Voa Elderly Housing Inc

Executive Director / CEO

EIN 721323652

VA · NTEE L210

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Michael W King, Executive Director / CEO** (\$183,373) against **every comparable organization** that fit the selection criteria — **218** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

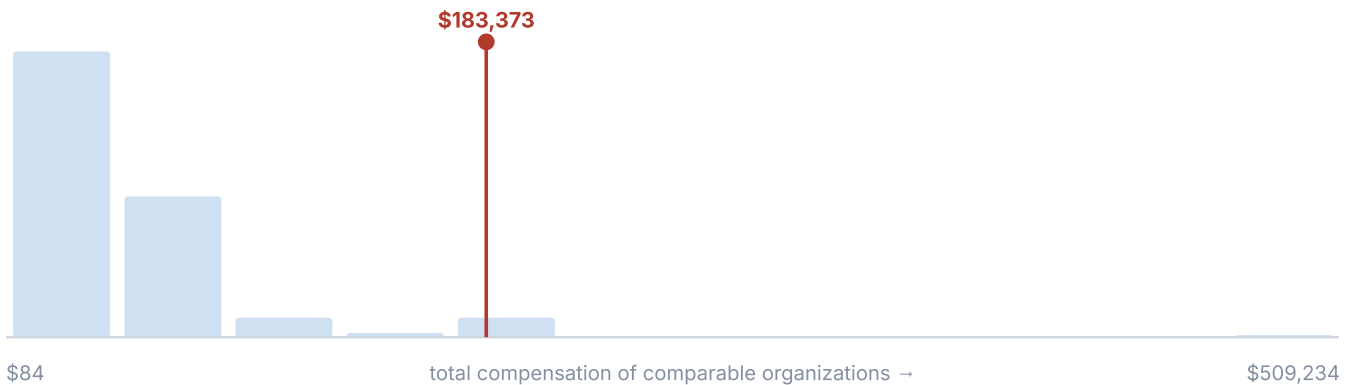
Benchmarked executive: Michael W King — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L210).
BUDGET	Total revenue between \$304,143 and \$680,917 — 0.67x to 1.50x the subject's \$453,945 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

218 organizations qualified on sector, size, and geography → **218** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,380	\$21,908	\$37,715	\$55,744	\$83,935	\$183,373
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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
Tg_304 Inc	TX	\$451,897	Executive Director	\$29,794	\$31,683	2024
Villa At Meadow View Inc	MA	\$456,354	President	\$13,889	\$13,268	2024
Episcopal Housing Of Birmingham Inc	AL	\$451,323	Executive Director	\$13,829	\$15,883	2024
Ruperts Kids Inc	IN	\$450,629	President & Secretary	\$23,700	\$26,570	2024
Sacred Heart Village li Inc	CO	\$450,091	President	\$13,716	\$13,982	2024
United Church Residences Of Burlington	OH	\$459,652	Treasurer	\$34,230	\$39,680	2023
Lucian Manor Affordable Housing Inc	CA	\$447,045	President/ceo	\$12,716	\$12,018	2023
Alverno Housing Corporation	WI	\$446,060	President (Thru June 2024)	\$8,312	\$9,228	2024
United Church Residences Of North Lewisburg Ohio Inc	OH	\$463,457	Treasurer	\$34,230	\$39,680	2023
United Church Residences Of Goshen	OH	\$444,189	Treasurer	\$34,230	\$39,680	2023
Bristol Gardens Inc	PA	\$466,891	President/ T	\$46,154	\$50,375	2023
Winter Grove Inc	CT	\$440,150	President/ceo	\$81	\$84	2023
Semiperm Housing Development	NY	\$439,815	President (Through 2/23/24)	\$16,551	\$15,900	2024
Great Falls Housing Corporation	NJ	\$468,644	Chair/president	\$11,741	\$11,474	2023
Change Happens Cdc	TX	\$468,693	Executive Director	\$125,000	\$136,854	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kukui Kauhale Inc	HI	\$437,763	Director	\$46,064	\$43,843	2024
Victoria Voa Elderly Housing Inc	VA	\$437,417	President	\$183,373	\$183,373	2025
Marin Homes For Independent Living	CO	\$470,536	President	\$22,009	\$22,435	2024
Luther Court Inc	PA	\$437,000	Ceo And Chair	\$39,302	\$42,896	2023
National Church Residences Development	OH	\$472,912	President	\$46,401	\$52,247	2024
Envision Communities Inc	MN	\$434,949	Chair	\$12,681	\$13,714	2023
The Landing Apartments	MN	\$473,206	President & Executive Vp	\$22,614	\$23,755	2024
Villa San Pedro Hdc Inc	CA	\$432,245	President	\$69,198	\$63,522	2024
Jonah Affordable Housing	TN	\$476,478	Executive Director	\$37,497	\$41,901	2024
United Church Residence Of Athens	OH	\$431,054	Treasurer	\$50,772	\$57,168	2024

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.

● Sample, role match & sensitivity

PEER COUNT 218 organizations. Compensation range \$84–\$509,234; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$453,945); for reference, expenses \$544,076 and assets \$1,422,781.

ROLE MATCH	Michael W King, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	174 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	96 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	94 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 (Michael W King) 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 10, 2026, comparing compensation against 218 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$183,373 is reasonable (approximately the 96th 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 10, 2026.