

# Our Casas Resident Council Incorporated

Executive Director / CEO

EIN 742585308

TX · NTEE L20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ezekiel Romo, Executive Director / CEO** (\$40,010) against **every comparable organization** that fit the selection criteria — **277** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

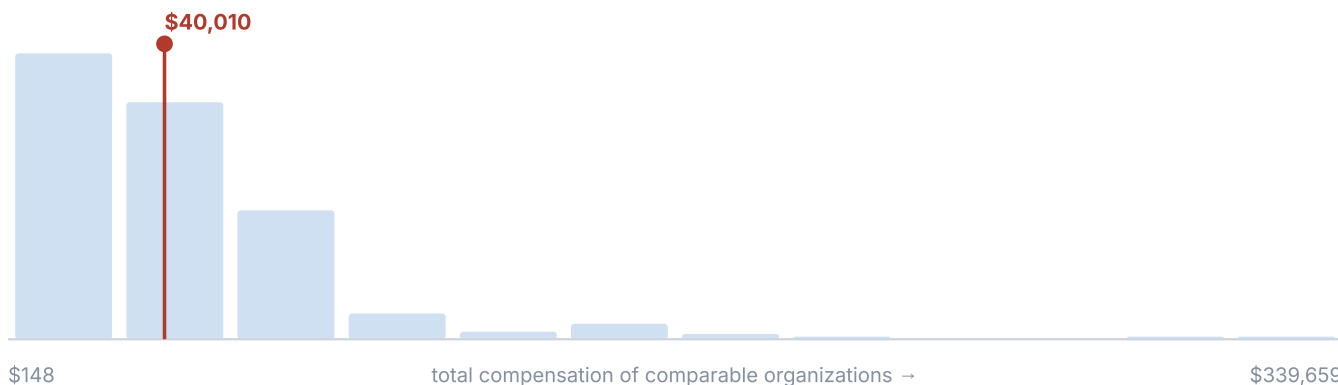
**Benchmarked executive:** Ezekiel Romo — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

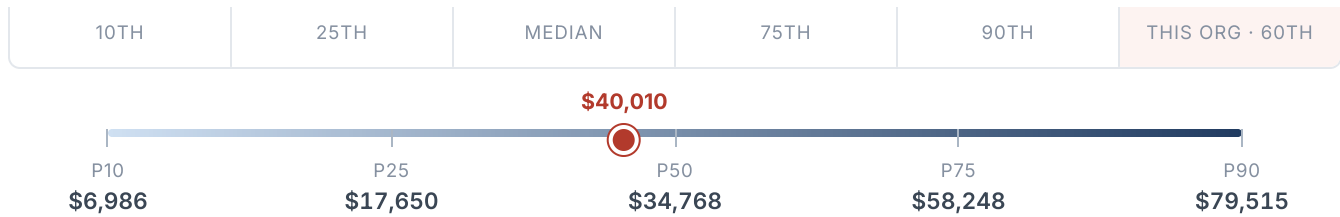
SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$175,424 and \$392,740 — 0.67x to 1.50x the subject's \$261,827 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

**277** organizations qualified on sector, size, and geography → **277** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,986	\$17,650	\$34,768	\$58,248	\$79,515	<b>\$40,010</b>
---------	----------	----------	----------	----------	-----------------



## ■ 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 TX 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="#">Kce Inc</a>	MD	\$261,675	President Ceo	\$17,900	<b>\$16,730</b>	2023
<a href="#">Stop It Now Inc</a>	MA	\$262,040	President/ceo	\$32,663	<b>\$29,342</b>	2023
<a href="#">Liberty Hill Redevelopment Group</a>	SC	\$262,380	Operations Director	\$55,189	<b>\$57,558</b>	2023
<a href="#">Pierce County Affordable Housing</a>	WA	\$262,425	Agency Director	\$29,176	<b>\$26,113</b>	2023
<a href="#">Mill Creek Apartments</a>	CA	\$263,192	Secretary/treasurer	\$39,437	<b>\$33,067</b>	2024
<a href="#">The Reach Project</a>	TX	\$260,261	Executive Dir.	\$59,615	<b>\$57,905</b>	2024
<a href="#">Freedom House Inc</a>	PA	\$263,505	Executive Di	\$32,329	<b>\$31,304</b>	2024
<a href="#">Wesley Asi Of Northern Virginia</a>	VA	\$263,556	Secretary	\$28,094	<b>\$26,340</b>	2024
<a href="#">Sheltering Palms Foundation Inc</a>	FL	\$259,861	President	\$191,666	<b>\$179,999</b>	2023
<a href="#">Ecology House Inc</a>	CA	\$259,749	President	\$21,418	<b>\$17,959</b>	2024
<a href="#">Altoona Housing Corporation</a>	WI	\$259,742	Executive Director And Office Manager	\$19,500	<b>\$19,775</b>	2024
<a href="#">Snhs Greenfield Elderly Housing Inc</a>	NH	\$264,067	Treasurer	\$53,564	<b>\$46,787</b>	2025
<a href="#">Madison Street Housing Development</a>	NY	\$264,150	President/ed	\$61,872	<b>\$54,288</b>	2024
<a href="#">Edenhope Villa Esperanza Inc</a>	CA	\$259,493	President	\$39,896	<b>\$33,451</b>	2024
<a href="#">Helping Hands United Incorporated</a>	CA	\$264,244	President & Ceo	\$4,300	<b>\$3,606</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Neighborhood Housing Renewal Corp li</a>	CA	\$259,011	Secretary, Treasurer	\$26,376	<b>\$22,769</b>	2023
<a href="#">Housing Alternatives Inc</a>	CA	\$258,573	President & Ceo	\$138,000	<b>\$115,709</b>	2024
<a href="#">Chambersburg Housing Inc</a>	PA	\$266,072	Interim President/ceo	\$17,059	<b>\$16,519</b>	2024
<a href="#">Lake County Habitat For Humanity</a>	MI	\$257,071	Executive Director	\$21,339	<b>\$21,387</b>	2024
<a href="#">Affordable Housing Paso Robles</a>	CA	\$257,029	President	\$40,325	<b>\$33,811</b>	2024
<a href="#">Nsp Iii Inc</a>	FL	\$267,090	Ceo	\$38,719	<b>\$35,319</b>	2024
<a href="#">Orlando Regional Realtor Foundation</a>	FL	\$267,125	Ceo	\$67,148	<b>\$61,252</b>	2024
<a href="#">Southern Hills Preservation Corpora</a>	NY	\$267,416	Exec. Direct	\$69,808	<b>\$61,251</b>	2024
<a href="#">Asi Redruth Inc</a>	MN	\$256,149	President/tr	\$65,715	<b>\$64,914</b>	2023
<a href="#">Bethel Foundation</a>	OK	\$256,049	Executive Di	\$33,986	<b>\$36,338</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 277 organizations. Compensation range \$148–\$339,659; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$261,827); for reference, expenses \$208,093 and assets \$1,191,190.

ROLE MATCH	Ezekiel Romo, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	181 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	17 <sup>th</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 (Ezekiel Romo) 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 277 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,010 is reasonable (approximately the 60<sup>th</sup> 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.