

Habitat For Humanity Aransas County

Executive Director / CEO

EIN 742901017

TX · NTEE L20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Patricia Butters, Executive Director / CEO** (\$76,868) against **every comparable organization** that fit the selection criteria — **196** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

Benchmarked executive: Patricia Butters — reported title “EXECUTIVE DI”, 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 \$74,593 and \$167,001 — 0.67x to 1.50x the subject's \$111,334 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

196 organizations qualified on sector, size, and geography

→ **196** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,881

\$14,784

\$30,085

\$53,699

\$68,577

\$76,868



● 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
Bear Creek Development Corporation	TX	\$111,533	Executive Director	\$105,000	\$105,000	2024
Level-equity Building Inc	PA	\$111,971	Ceo	\$91,667	\$91,385	2024
Southeastern Appalachian Rural Alliance Inc	WV	\$112,251	Executive Director	\$31,250	\$33,825	2024
Fulfilling Housing Li Inc	OH	\$109,750	Executive Director	\$16,318	\$17,788	2023
La Frontera Housing Inc	AZ	\$113,310	President/ceo	\$34,911	\$33,564	2024
Share Xi Inc	NY	\$113,510	Executive Director	\$70,564	\$65,626	2023
Mental Retardation Community Services Of Nassau County-project	NY	\$113,605	Chief Executive Officer	\$179,760	\$162,385	2024
Dreamscapes-building Visions Inc	NJ	\$113,637	Chief Executive Officer	\$29,476	\$26,309	2024
Abilities At Cumberland Towers Inc	FL	\$108,873	President/ceo	\$38,173	\$36,909	2023
Mojave Cedar Supportive Housing Inc	MN	\$108,649	President/tr	\$68,006	\$65,445	2025
Palmetto Housing Corporation	SC	\$108,638	Executive Director	\$9,421	\$9,825	2024
Argonaut House 2	WA	\$108,603	Executive Director	\$10,769	\$9,639	2024
Watertower Residential Inc	IN	\$108,546	Ex-officio & Regional Ceo	\$63,183	\$68,577	2023
Jm Apartments Inc	RI	\$114,568	President	\$52,490	\$51,802	2023
Aim Community Living Inc	NY	\$108,072	Executive Director	\$36,676	\$33,131	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Delta Community Development And Law	AR	\$108,000	President And Ceo	\$6,000	\$6,742	2024
Woodside Apartments Inc	IN	\$115,079	President	\$44,374	\$46,780	2024
Ken-crest Housing Pa 2009 Inc	PA	\$107,399	Ceo	\$29,531	\$29,440	2024
Ottawa River Estates	OH	\$107,271	Executive Director	\$6,211	\$6,770	2023
Nhs Stevens Housing Corporation	PA	\$115,561	President/ceo	\$55,952	\$57,428	2023
Fulfilling Housing Inc	OH	\$115,822	Executive Director	\$15,476	\$16,386	2024
White's Livery Housing Development	NY	\$106,819	Interim Ceo (February - July)	\$7,500	\$6,976	2023
Grant Manor Homeowners Association	MA	\$115,931	Director	\$76,210	\$68,462	2024
Abilities At Fountain Square Inc	FL	\$106,666	President/ceo	\$38,173	\$36,909	2023
St Vincents Fruitland Apartments Ltd	ID	\$106,631	Executive Director	\$16,468	\$18,030	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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.

● Sample, role match & sensitivity

PEER COUNT 196 organizations. Compensation range \$791–\$294,455; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$111,334); for reference, expenses \$335,403 and assets \$1,096,194. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Patricia Butters, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	153 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	91st
Total compensation (D + F), as reported (no adjustments)	91st
Reportable pay only (column D), adjusted	94th
All sources (D + E + F), adjusted	18th

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 (Patricia Butters) 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 196 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,868 is reasonable (approximately the 91st 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.