

Lexington Home Ownership Comm Ii

Executive Director / CEO

EIN 760722550
 KY · NTEE L20
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Austin Simms, Executive Director / CEO** (\$70,585) against **every comparable organization** that fit the selection criteria — **297** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

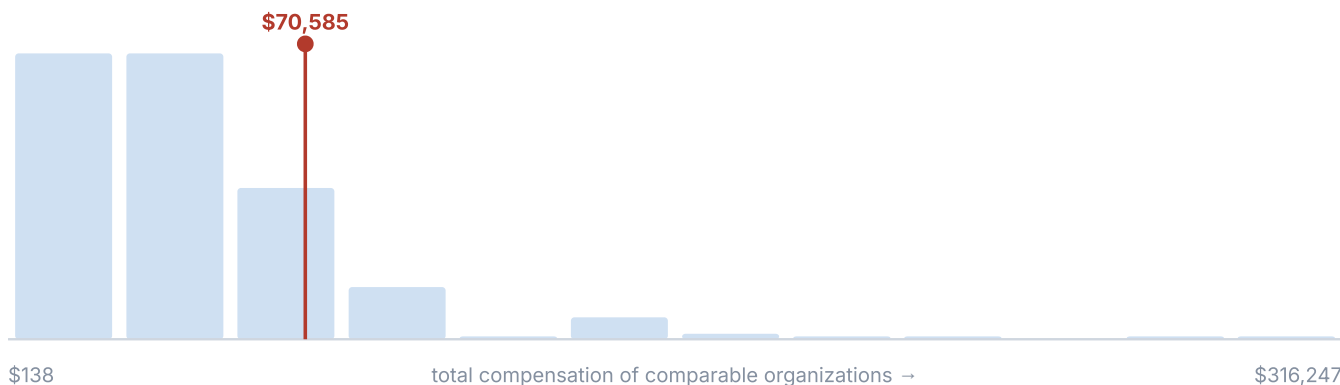
Benchmarked executive: Austin Simms — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$278,234 and \$622,914 — 0.67x to 1.50x the subject's \$415,276 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

297 organizations qualified on sector, size, and geography → **297** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,695	\$18,127	\$37,931	\$55,892	\$86,240	\$70,585
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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 KY 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
Housing Whitefish Inc	MT	\$415,176	Executive Di	\$75,277	\$71,470	2025
Long Island Family & Elder Care Inc	NY	\$414,767	Associated Executive Director	\$52,400	\$42,808	2024
Wind Terrace Inc	TX	\$415,985	Secretary/treasurer	\$43,875	\$40,851	2023
Housing Works East New York Housing	NY	\$417,473	Secretary	\$27,348	\$23,002	2023
New Bern Older Adult Housing	NC	\$412,869	President/ceo	\$48,900	\$45,680	2024
California Community Builders Inc	CA	\$417,818	Ceo	\$116,007	\$90,563	2024
Lutheran Social Services Of Central Ohio	OH	\$411,821	President & Ceo	\$9,088	\$8,959	2023
Kalamazoo Collective Housing	MI	\$418,734	Executive Director	\$40,648	\$37,931	2024
Princeton Ministries 4 Inc	CO	\$411,397	President/director	\$33,798	\$30,165	2023
Lutheran Social Services Of Central Ohio	OH	\$411,213	President & Ceo	\$9,088	\$8,959	2023
Chattanooga Community Housing	TN	\$420,375	President, Executive Direc	\$109,627	\$104,180	2024
Village Gardens Rhf Housing Inc	CA	\$408,945	President/ceo	\$68,128	\$53,185	2024
United Church Residences Of Memphis	OH	\$422,130	Treasurer	\$34,230	\$33,745	2023
Lw Fraser Independent Living Project	MN	\$407,758	Ceo/secretary	\$25,655	\$22,918	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
1675 Westchester Avenue Housing	NY	\$423,426	President/ceo	\$172,076	\$144,729	2023
Homestart Inc	OH	\$424,017	Assistant Treasurer	\$40,146	\$38,442	2024
Restore Neighborhoods La Inc	CA	\$424,610	Executive Director	\$189,200	\$152,066	2023
Familyforward	IL	\$424,621	Executive Dir.	\$54,359	\$47,069	2025
Telos Inc	WI	\$424,958	Executive Director	\$7,938	\$7,495	2024
North Suffolk Group Homes Inc	MA	\$425,345	Ceo	\$23,870	\$18,893	2025
Northwest Chicago Group Homes Inc	IL	\$404,746	Ceo	\$54,780	\$47,434	2025
Housing Opportunities Inc	PA	\$403,498	Executive Director	\$54,580	\$49,208	2024
St John's Commons Inc	MD	\$427,070	Executive Director	\$34,485	\$28,396	2025
Will Woods V	LA	\$427,876	President	\$15,244	\$15,176	2024
Oakhill Associates Inc	OR	\$428,323	President	\$21,359	\$18,462	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 297 organizations. Compensation range \$138–\$316,247; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$415,276); for reference, expenses \$581,474 and assets \$9,672,169. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Austin Simms, 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	15 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	86 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	77 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 (Austin Simms) 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 297 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,585 is reasonable (approximately the 86th 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.