

# Homeless Task Force

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Regina Weller, Executive Director / CEO** (\$187,340) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

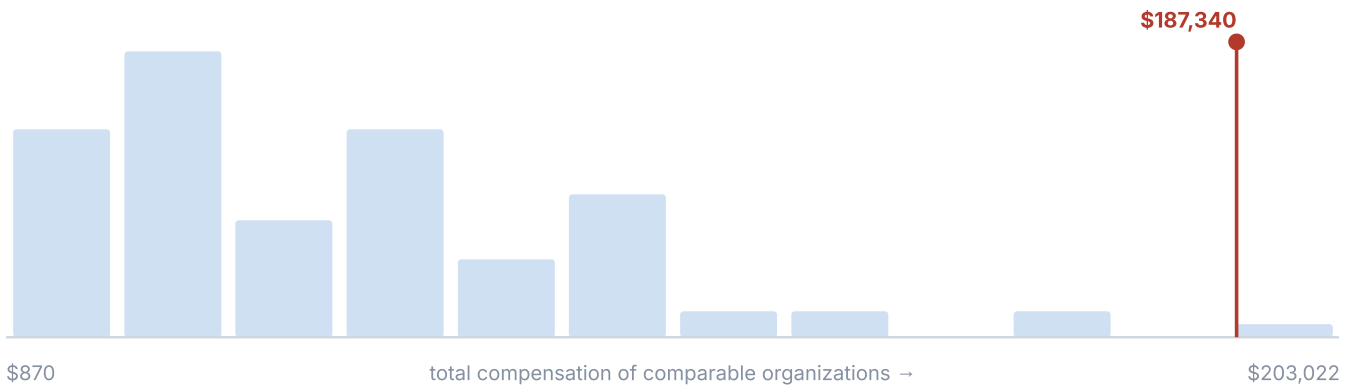
**Benchmarked executive:** Regina Weller — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L80).
BUDGET	Total revenue between \$169,872 and \$380,311 — 0.67x to 1.50x the subject's \$253,541 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

**87** organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,192	\$22,184	\$45,466	\$73,236	\$95,496	<b>\$187,340</b>
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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 HI 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="#">Marion Street Apartments Inc</a>	OR	\$254,273	President & Ceo (Until Oct. 2023)	\$27,042	<b>\$28,878</b>	2023
<a href="#">Konis Afc Home Inc</a>	MI	\$254,366	Pres Director	\$59,500	<b>\$68,596</b>	2024
<a href="#">Willow Tree Apartments Inc</a>	IN	\$257,012	President	\$19,370	<b>\$23,489</b>	2023
<a href="#">Three West Housing Development</a>	NY	\$249,763	Vice President	\$3,715	<b>\$3,750</b>	2024
<a href="#">Tennessee Resilience Project</a>	TN	\$259,942	Executive Dir.	\$55,800	<b>\$65,512</b>	2024
<a href="#">Texas Low-income Housing</a>	TX	\$260,946	Exec Director	\$95,219	<b>\$109,530</b>	2023
<a href="#">Hamilton Families Qalicb</a>	CA	\$266,545	Secretary	\$9,904	<b>\$9,835</b>	2023
<a href="#">Saginaw Village Associates Inc</a>	OR	\$266,892	President	\$17,117	<b>\$17,755</b>	2024
<a href="#">Prairie Place On 1st Inc</a>	IA	\$269,958	Ceo	\$711	<b>\$870</b>	2024
<a href="#">Pacific Community Services Inc</a>	CA	\$270,075	Exec Vice Pres	\$17,380	<b>\$16,331</b>	2025
<a href="#">Native American Housing Circle</a>	CO	\$234,768	Executive Di	\$45,141	<b>\$48,346</b>	2024
<a href="#">The Gateway Collective Inc</a>	WI	\$273,260	Executive Director	\$78,176	<b>\$91,191</b>	2024
<a href="#">Todays Resident Services Inc</a>	TX	\$232,084	Executive Director	\$12,958	<b>\$14,478</b>	2024
<a href="#">C E O Council Foundation</a>	IL	\$276,482	President & Ceo	\$21,013	<b>\$23,074</b>	2024
<a href="#">New Orleans Neighborhood Development Foundation</a>	LA	\$230,547	Ceo	\$73,944	<b>\$90,944</b>	2024
<a href="#">Eastwick Section 811 Housing Corporation</a>	PA	\$229,121	President & Ceo	\$25,525	<b>\$29,271</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hermandad La Economic And Community</a>	CA	\$281,383	Executive Dir.	\$52,800	<b>\$52,429</b>	2023
<a href="#">Champion Athletes Of The Ozarks</a>	MO	\$224,805	Program Dire	\$55,000	<b>\$65,065</b>	2024
<a href="#">Hijra House Association</a>	MS	\$282,996	Director	\$35,500	<b>\$45,466</b>	2023
<a href="#">Twb Residential Opportunities Inc</a>	NY	\$285,403	Ceo/vice President	\$52,793	<b>\$53,284</b>	2024
<a href="#">Pacific Grove Supportive Housing Inc</a>	CA	\$221,572	President	\$43,669	<b>\$43,362</b>	2023
<a href="#">Alpha Sigma Lambda</a>	IL	\$220,835	Executive Director	\$48,312	<b>\$53,050</b>	2024
<a href="#">Grace Community International</a>	TX	\$287,598	Director	\$77,383	<b>\$86,459</b>	2024
<a href="#">Los Alamos Housing Partnership Inc</a>	NM	\$218,972	Executive Dir.	\$130,833	<b>\$157,173</b>	2024
<a href="#">Mhp Mpdu Rental Inc</a>	MD	\$288,590	Vice President	\$52,191	<b>\$54,499</b>	2024

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

## Sample, role match & sensitivity

PEER COUNT	<b>87</b> organizations. Compensation range \$870–\$203,022; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$253,541); for reference, expenses \$253,604 and assets \$14,752.
ROLE MATCH	Regina Weller, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	42 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	99 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	99 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	66 <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 (Regina Weller) 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 87 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$187,340 is reasonable (approximately the 99<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.