

# Tampa Connect Group Inc

Executive Director / CEO

EIN 821391588

FL · NTEE P99

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Tarik Housni, Executive Director / CEO** (\$46,750) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

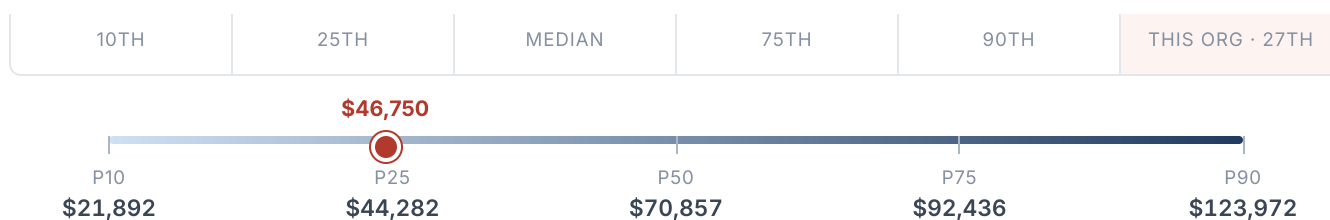
SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$332,957 and \$745,428 — 0.67x to 1.50x the subject's \$496,952 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**191** organizations qualified on sector, size, and geography → **191** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,892	\$44,282	\$70,857	\$92,436	\$123,972	\$46,750
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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 FL 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="#">La Puerta Abierta Inc</a>	PA	\$497,590	Executive Di	\$79,000	<b>\$83,862</b>	2024
<a href="#">Essential Resource Consultants</a>	NV	\$497,758	Director	\$24,000	<b>\$25,608</b>	2024
<a href="#">Esteamed Coffee Inc</a>	NC	\$498,918	Executive Di	\$71,800	<b>\$78,972</b>	2024
<a href="#">Open T R A I L Inc</a>	TX	\$494,585	Executive Director / Presi	\$33,107	<b>\$36,294</b>	2023
<a href="#">Partners In Hope Incorporated</a>	OH	\$494,128	Executive Di	\$52,000	<b>\$58,627</b>	2024
<a href="#">Mindfulness Northwest</a>	WA	\$500,549	Executive Dir.	\$94,848	<b>\$90,394</b>	2024
<a href="#">Corner Cupboard Food Bank Inc</a>	PA	\$491,750	Executive Di	\$59,690	<b>\$63,363</b>	2024
<a href="#">Greater Impact Inc</a>	MT	\$491,290	Executive Dir.	\$64,940	<b>\$76,716</b>	2023
<a href="#">World Of God Inc</a>	NC	\$490,966	Executive Dir.	\$72,000	<b>\$79,192</b>	2024
<a href="#">Csra Foundation Property Holdings Inc</a>	GA	\$490,600	President/ceo	\$42,060	<b>\$46,347</b>	2023
<a href="#">Benefits Management Inc</a>	NC	\$485,974	Director	\$96,715	<b>\$109,519</b>	2023
<a href="#">Backyard Orphans</a>	TX	\$509,175	President/founder	\$141,801	<b>\$150,992</b>	2024
<a href="#">The Wisdom Dojo Inc</a>	DE	\$484,046	Executive Di	\$67,250	<b>\$70,094</b>	2024
<a href="#">Wasat Community</a>	WA	\$510,686	Executive Director	\$85,369	<b>\$81,360</b>	2024
<a href="#">Sleepyhead Beds</a>	MO	\$512,628	Executive Director	\$65,413	<b>\$73,750</b>	2024
<a href="#">Pennsylvania Head Start Association</a>	PA	\$480,077	Executive Di	\$97,728	<b>\$103,742</b>	2024
<a href="#">Order Our Steps</a>	CA	\$479,696	Owner	\$80,000	<b>\$75,707</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The River Center Family &amp; Community</a>	NH	\$479,096	Executive Director	\$59,710	<b>\$58,689</b>	2024
<a href="#">Faith In Action Interfaith Volunteer Caregivers Of Solano County</a>	CA	\$516,263	Executive Director	\$92,466	<b>\$87,503</b>	2023
<a href="#">City Lights Ministry</a>	NC	\$476,444	President	\$39,520	<b>\$44,751</b>	2023
<a href="#">Lend A Hand Foundation</a>	CA	\$473,847	Executive Dir.	\$62,330	<b>\$57,293</b>	2024
<a href="#">Dedham Visionary Access Corporation</a>	MA	\$520,165	Executive Di	\$134,332	<b>\$132,293</b>	2023
<a href="#">John Hobson Ministries Inc</a>	KY	\$473,480	President	\$88,200	<b>\$100,870</b>	2024
<a href="#">Homeless Angels</a>	MI	\$472,709	Director	\$22,432	<b>\$24,647</b>	2024
<a href="#">Hope Diamond Services Inc</a>	GA	\$472,606	Director	\$15,060	<b>\$16,595</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	191 organizations. Compensation range \$805–\$588,370; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$496,952); for reference, expenses \$521,613 and assets \$20,750.
ROLE MATCH	Tarik Housni, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	27 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	29 <sup>th</sup>
Reportable pay only (column D), adjusted	29 <sup>th</sup>
All sources (D + E + F), adjusted	24 <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 (Tarik Housni) 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 191 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,750 is reasonable (approximately the 27<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 10, 2026.