

# Regency Retirement Residence Of Laramie

Executive Director / CEO

EIN 830310084  
 WY · NTEE L22  
 FY ending 2025-05-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Kristine Koss, Executive Director / CEO** (\$58,792) against **every comparable organization** that fit the selection criteria — **302** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kristine Koss — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L22).
BUDGET	Total revenue between \$324,125 and \$725,655 — 0.67x to 1.50x the subject's \$483,770 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

**302** organizations qualified on sector, size, and geography → **302** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,179	\$22,177	\$39,451	\$61,882	\$75,167	\$58,792
---------	----------	----------	----------	----------	----------

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 73RD
------	------	--------	------	------	-----------------



## ● 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 WY 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="#">Marshside Village Inc</a>	CO	\$486,117	Vice President	\$35,660	<b>\$32,778</b>	2024
<a href="#">Casa Montego li Inc</a>	CA	\$486,644	Ceo	\$32,916	<b>\$27,246</b>	2024
<a href="#">Rivertown Neighborhood Senior Non Profit Housing</a>	MI	\$486,770	Administrator	\$80,197	<b>\$79,348</b>	2024
<a href="#">Caap Housing Inc</a>	IN	\$480,130	Officer	\$146,486	<b>\$148,079</b>	2024
<a href="#">Umphress Terrace</a>	TX	\$487,430	President/ceo	\$35,219	<b>\$33,771</b>	2024
<a href="#">Philanthropia Foundation</a>	WA	\$488,104	Executive Dir.	\$64,001	<b>\$56,549</b>	2023
<a href="#">Senior Affordable Housing Corp No 1</a>	CA	\$479,251	Chief Executive Officer	\$40,383	<b>\$33,426</b>	2024
<a href="#">Adam &amp; Bruce Housing Corporation</a>	CA	\$479,014	President/ceo	\$76,739	<b>\$61,882</b>	2025
<a href="#">Mcdonald Presbyterian Senior Housing In</a>	PA	\$488,770	Director And President	\$37,604	<b>\$35,947</b>	2024
<a href="#">Sandstone Housing Corporation</a>	NY	\$477,374	Executive Director	\$69,056	<b>\$58,274</b>	2025
<a href="#">Rph-east Inc</a>	NY	\$490,556	Financial Officer (Through 4/24)	\$487	<b>\$422</b>	2024
<a href="#">Carty Heights</a>	MN	\$491,083	President/ceo	\$23,414	<b>\$22,177</b>	2024
<a href="#">National Church Residences</a>	OH	\$476,123	President	\$48,755	<b>\$48,224</b>	2025
<a href="#">Ucc Xv Inc</a>	OH	\$491,715	Treasurer	\$50,772	<b>\$51,547</b>	2024
<a href="#">Ehdoc Shaker Blvd Inc</a>	FL	\$492,039	Vice Preside	\$75,384	<b>\$67,884</b>	2024
<a href="#">Parkwood Properties Ltd</a>	WI	\$475,383	President/ceo	\$138,859	<b>\$143,118</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">William Enston Home Co Park Smith</a>	SC	\$492,435	Secretary/treasurer	\$2,400	<b>\$2,401</b>	2024
<a href="#">Asi Coronado Inc</a>	MN	\$492,718	President/tr	\$68,006	<b>\$62,754</b>	2025
<a href="#">Estellas Home Care Inc</a>	TN	\$492,807	Executive Director	\$18,000	<b>\$18,136</b>	2024
<a href="#">Leading Age Nebraska</a>	NE	\$473,000	Ceo	\$124,635	<b>\$128,499</b>	2024
<a href="#">Alverno Apartments Inc</a>	PA	\$495,053	Director	\$34,650	<b>\$33,123</b>	2024
<a href="#">Plympton Elderly Housing Corporation</a>	MA	\$472,124	Chief Executive Officer	\$43,568	<b>\$37,529</b>	2024
<a href="#">Rodeo Senior Apartments Inc</a>	CA	\$495,798	President	\$24,202	<b>\$20,032</b>	2024
<a href="#">Beth Sholom Assisted Living Inc</a>	VA	\$497,026	President & Ceo	\$16,710	<b>\$15,923</b>	2023
<a href="#">Odessa Methodist Housing Inc</a>	CA	\$497,273	President/ceo	\$76,739	<b>\$63,519</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY cost of living and 2025 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 WY 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** 302 organizations. Compensation range \$295–\$407,937; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$483,770); for reference, expenses \$421,295 and assets \$1,109,649.

**ROLE MATCH** Kristine Koss, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 238 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 17 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	11 <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 (Kristine Koss) 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 13, 2026, comparing compensation against 302 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,792 is reasonable (approximately the 73<sup>rd</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 13, 2026.