

Sitka Homeless Coalition

Executive Director / CEO

EIN 830674617
 AK · NTEE L41
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Andrew Hinton, Executive Director / CEO** (\$66,561) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

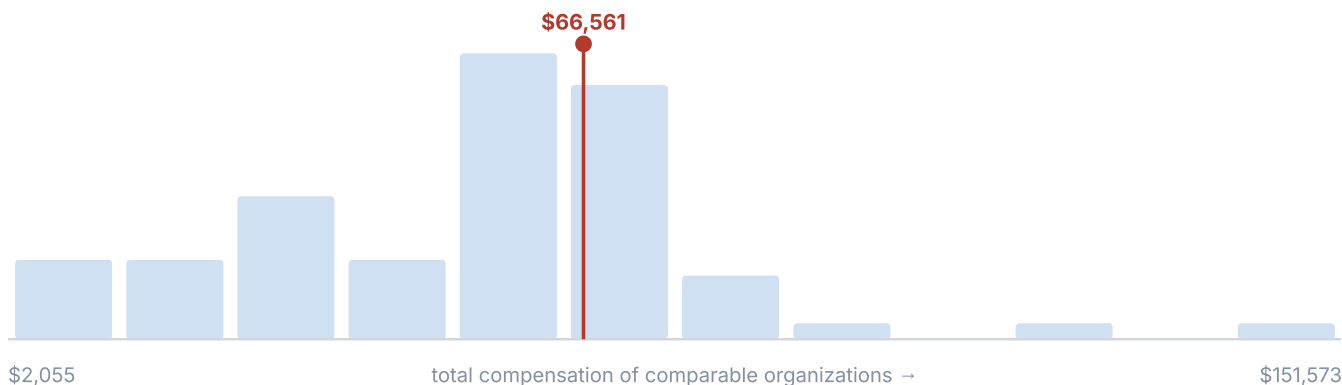
Benchmarked executive: Andrew Hinton — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L41).
BUDGET	Total revenue between \$160,182 and \$358,617 — 0.67x to 1.50x the subject's \$239,078 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,058	\$36,304	\$58,364	\$68,000	\$77,049	\$66,561
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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 AK 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
Ashland Church Community Emergency	OH	\$237,807	Executive Di	\$49,920	\$56,936	2023
Gospel Homes For Women	CO	\$241,398	Treasurer	\$25,000	\$25,074	2024
Mattoon Area Pads Community	IL	\$241,802	Exec Dir	\$74,287	\$76,390	2024
Bethel House Of Whitewater Inc	WI	\$245,566	Director Of Case Management	\$48,750	\$53,253	2024
Murfreesboro Cold Patrol Inc	TN	\$247,120	Executive Director	\$42,039	\$47,586	2023
Visitation House Ministriesinc	TX	\$247,127	Executive Dir.	\$87,612	\$94,376	2023
Duluth Harbor Rescue Mission Inc	MN	\$229,672	Director	\$48,441	\$50,066	2024
Brothers Keeper Inc	IN	\$249,691	Facility Manager	\$48,508	\$53,506	2024
Tims Clube	IA	\$252,434	Administrator	\$5,967	\$6,834	2024
Family Promise Of Butler County Inc	OH	\$225,193	Interim Executive Director	\$28,846	\$31,957	2024
My Sisters Keeper Incorporated	KY	\$224,456	Exectuive Director Non Voting	\$50,000	\$56,188	2024
Hope House Of Mcalester Inc	OK	\$256,012	Executive Dir.	\$32,337	\$38,344	2023
Greater Westfield Mass Committee For The Homeless Inc	MA	\$256,368	Executive Director	\$65,730	\$63,606	2023
Collective Chicago	IL	\$257,496	President	\$65,769	\$67,631	2024
Family Promise Of Grayson County	TX	\$260,437	Executive Di	\$57,780	\$60,455	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Geauga Faith Rescue Mission Inc	OH	\$261,428	Executive Director	\$55,250	\$61,208	2024
Covenant International Foundation	NY	\$266,283	President & Ceo As Of Feb 2023	\$37,308	\$36,304	2023
Audrain County Shelter Resource Coalition	MO	\$270,203	Director	\$54,158	\$59,999	2024
House Of Mercy Enterprises Llc	TX	\$206,910	Director	\$18,000	\$18,833	2024
Steadfast Standing Firm Against	MD	\$206,889	Executive Di	\$56,035	\$54,796	2024
Murfreesboro Rescue Mission Inc	TN	\$271,580	Executive Di	\$46,800	\$51,455	2024
Family Promise Of Lewis Clark Valley Inc	ID	\$206,175	Executive Dir.	\$58,000	\$64,536	2024
Metro Womens Center	MN	\$273,758	Center Director	\$58,826	\$59,232	2025
E S T H E R Homes Inc	MN	\$202,775	Executive Director	\$84,480	\$87,313	2024
The Shelter Inc	IN	\$202,582	Executive Director	\$1,810	\$2,055	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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 **65** organizations. Compensation range \$2,055–\$151,573; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$239,078); for reference, expenses \$241,505 and assets \$590,097.

ROLE MATCH	Andrew Hinton, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	71 st
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	65 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 (Andrew Hinton) 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 65 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,561 is reasonable (approximately the 71st 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.