

The Resilient Place

Executive Director / CEO

This analysis benchmarks the total compensation of **Veronica Ingram, Executive Director / CEO** (\$12,600) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Veronica Ingram — 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 (L41).

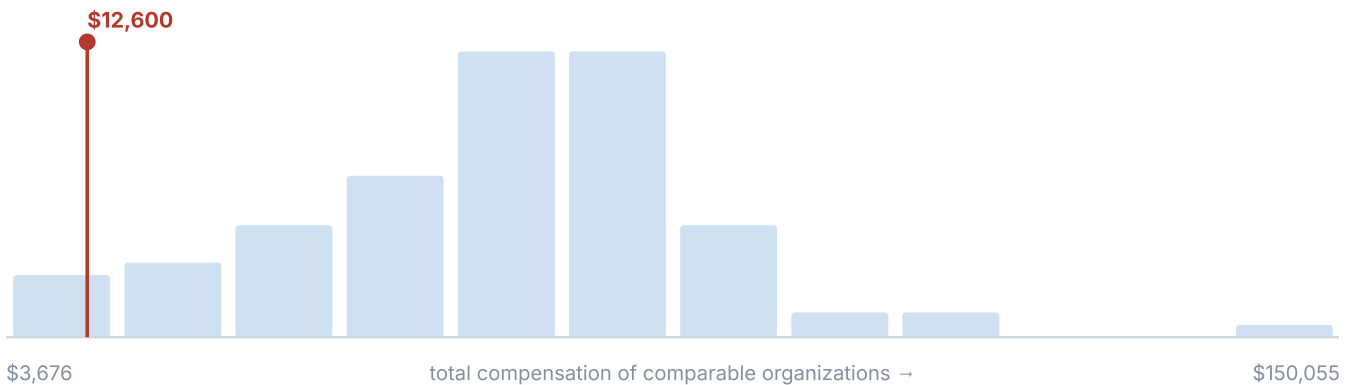
BUDGET Total revenue between \$244,893 and \$548,268 — 0.67x to 1.50x the subject's \$365,512 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

93 organizations qualified on sector, size, and geography

→ **93** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,469	\$44,592	\$59,928	\$70,351	\$83,145	\$12,600
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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 TX 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
Windham Region No Freeze Project	CT	\$364,670	Executive Di	\$54,656	\$51,230	2023
Clinton County Services For The Homeless	OH	\$366,995	Ex Director	\$69,750	\$71,734	2024
Connections Of Cumberland County Inc	NC	\$367,010	Executive Director	\$81,000	\$81,268	2024
Family Promise - Salt Lake	UT	\$361,894	Executive Director	\$91,799	\$91,230	2024
1960 Community Hope Center	TX	\$377,665	Exec Director	\$81,497	\$79,159	2024
Hospitality House	WA	\$377,790	Executive Director	\$84,917	\$76,003	2023
5812 Rescue	OH	\$349,616	Co-director	\$30,000	\$31,765	2023
Family Promise Of Knoxville	TN	\$349,354	Executive Director	\$68,488	\$69,903	2024
Peace Valley Haven Inc	NY	\$348,083	Director	\$66,340	\$59,928	2023
Crestview Area Shelter For The Homeless	FL	\$347,760	President	\$22,780	\$20,779	2024
Community Service Alliance	OH	\$387,851	Executive Di	\$83,067	\$87,953	2023
Illinois Valley Family Coalition	OR	\$390,371	Executive Di	\$27,302	\$24,619	2024
Unity Place Housing Inc	FL	\$390,810	President	\$164,500	\$150,055	2024
Brunswick Partnership For Housing Inc	NC	\$393,222	Executive Director	\$45,621	\$44,592	2025
Northern Lights Alliance For The	IA	\$330,736	Executive Di	\$66,177	\$68,546	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Good News Shelter Corporation	KY	\$329,213	Executive Director	\$60,251	\$64,712	2023
House Of Hope Inc	VA	\$329,074	Executive Director	\$30,951	\$29,018	2024
Tyson's Community Development Inc	FL	\$404,069	Director	\$31,850	\$29,053	2024
Home Alliance Inc	SC	\$404,404	Executive Director And Sec	\$74,250	\$77,437	2023
Family Promise Of Greene Co Oh	OH	\$406,099	Facility Director	\$65,975	\$69,856	2023
Robins Home Inc	PA	\$323,390	Executive Dir.	\$75,600	\$75,367	2023
Phoenix Recovery Institute	OK	\$409,370	Program Director	\$61,659	\$65,926	2024
Emmaus House Of Saginaw Inc	MI	\$320,614	Executive Di	\$61,196	\$61,333	2024
Lumen Fidelis	WA	\$319,859	President	\$23,381	\$20,326	2024
Rainbow Place Shelter For Homeless	MD	\$315,710	Executive Director (Through 1/2023)	\$73,500	\$68,694	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **93** organizations. Compensation range \$3,676–\$150,055; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$365,512); for reference, expenses \$329,650 and assets \$2,027.

ROLE MATCH	Veronica Ingram, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	4 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 (Veronica Ingram) 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 93 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,600 is reasonable (approximately the 5th 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.