

Atlanta Mission Support Corporation

Executive Director / CEO

EIN **853444323**

GA · NTEE L19

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Tensley Almand, Executive Director / CEO** (\$23,258) against **every comparable organization** that fit the selection criteria — **839** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

Benchmarked executive: Tensley Almand — 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 (L19).
BUDGET	Total revenue between \$119,260 and \$267,000 — 0.67x to 1.50x the subject's \$178,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

839 organizations qualified on sector, size, and geography → **839** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,935	\$18,869	\$35,644	\$58,783	\$77,241	\$23,258
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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 GA 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
Niagara Village Housing Development Fund	NY	\$177,900	Cfo	\$23,006	\$21,287	2023
Salisbury Homeowners Association	VA	\$177,870	Director	\$26,460	\$25,409	2024
Tampa Housing Funding Corporation	FL	\$177,850	President/se	\$75,530	\$70,568	2024
Morse Elderly Housing Corporation	FL	\$177,756	Vice Preside	\$75,384	\$68,616	2025
House Of James Ministries Internati	AZ	\$177,563	President	\$89,000	\$85,127	2024
San Antonio Supportive Housing Inc	MN	\$178,608	President/tr	\$65,715	\$66,487	2023
Abigail's Place	TX	\$177,282	Executive Director	\$48,000	\$47,753	2024
Belmont Commons Inc	RI	\$178,763	Chief Executive Officer	\$47,926	\$45,705	2024
Hearthstone Housing Ltd	WI	\$178,857	President/ceo	\$139,859	\$145,267	2024
Abilities At College Pines Inc	FL	\$177,131	President/ceo	\$38,173	\$36,719	2023
Good Samaritan Society Inc	SD	\$177,099	President & Ceo	\$143,523	\$162,186	2023
Mason County Housing Options For Students In Transition	WA	\$178,912	Executive Director	\$81,667	\$74,866	2023
Three West Housing Inc	OR	\$179,019	Treasurer	\$18,132	\$16,747	2024
Alameda Gardens Inc	PA	\$176,940	Ceo	\$18,725	\$18,571	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maine Adult Education Association	ME	\$179,147	Executive Director	\$44,659	\$43,329	2025
North East Manor Inc	PA	\$179,147	Ceo	\$18,725	\$18,571	2024
Mental Retardation Communityservices Of Nassau County - Project	NY	\$179,171	Chief Executive Officer	\$179,760	\$161,550	2024
Property Owners Association Of The Villages Inc	FL	\$179,196	President	\$14,536	\$13,581	2024
N Vision Communities Inc	FL	\$179,259	President/tr	\$40,000	\$37,372	2024
New Urban Community Development Corporation Inc	FL	\$176,681	Ceo	\$46,478	\$43,424	2024
Delta Partners Ii Inc	MS	\$176,618	Executive Director	\$28,000	\$31,015	2024
Rebuilding Together - San Diego	CA	\$179,486	Executive Director	\$86,000	\$76,037	2023
Allies Homes 2009 Inc	NJ	\$176,500	Chief Executive Officer	\$29,476	\$26,174	2024
Coulee Homes Ltd	WI	\$179,604	President/ceo	\$138,859	\$148,489	2023
Sky Parkway Mutual Housing Corporation	CA	\$179,653	Ceo	\$34,705	\$30,685	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	839 organizations. Compensation range \$275–\$476,402; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$178,000); for reference, expenses \$753,259 and assets \$18,033,556. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Tensley Almand, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	565 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	33 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	32 nd
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	72 nd

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 (Tensley Almand) 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 839 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$23,258 is reasonable (approximately the 32nd 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.