

# Combatting Homelessness & Dependency Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Gabrielle Decker, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **1086** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Gabrielle Decker — reported title “DIRECTOR/CASE MANAGER”, 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 (L01).
BUDGET	Total revenue between \$179,353 and \$401,538 — 0.67x to 1.50x the subject's \$267,692 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

**1,086** organizations qualified on sector, size, and geography → **1,086** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,187	\$19,576	\$36,367	\$58,934	\$78,414	\$65,000
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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 WI 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="#">Montana Mobility Impaired Housing</a>	MN	\$267,768	President/tr	\$65,715	<b>\$62,175</b>	2023
<a href="#">Dollys Dream Home Rabbit Rescue</a>	MO	\$267,532	Director	\$16,154	<b>\$15,913</b>	2024
<a href="#">Southern Hills Preservation Corpora</a>	NY	\$267,416	Exec. Direct	\$69,808	<b>\$58,668</b>	2024
<a href="#">Bozeman Senior Housing Inc</a>	MN	\$268,145	President/tr	\$68,006	<b>\$60,886</b>	2025
<a href="#">Snhs Elderly Housing V Inc</a>	NH	\$268,258	Treasurer	\$53,564	<b>\$44,814</b>	2025
<a href="#">Orlando Regional Realtor Foundation</a>	FL	\$267,125	Ceo	\$67,148	<b>\$58,668</b>	2024
<a href="#">Dunn Family Senior Citizens Home Inc</a>	MI	\$268,279	Assistant Secretary	\$69,471	<b>\$64,971</b>	2025
<a href="#">Nsp Iii Inc</a>	FL	\$267,090	Ceo	\$38,719	<b>\$33,829</b>	2024
<a href="#">Saginaw Village Associates Inc</a>	OR	\$266,892	President	\$17,117	<b>\$14,784</b>	2024
<a href="#">Hamilton Families Qalicb</a>	CA	\$266,545	Secretary	\$9,904	<b>\$8,189</b>	2023
<a href="#">Our Neighbors Inc</a>	NC	\$268,874	Executive Dir.	\$39,000	<b>\$36,513</b>	2025
<a href="#">Indian Rock Supportive Housing Inc</a>	MA	\$268,885	President	\$37,386	<b>\$30,440</b>	2025
<a href="#">Covenant International Foundation</a>	NY	\$266,283	President & Ceo As Of Feb 2023	\$37,308	<b>\$32,280</b>	2023
<a href="#">Chambersburg Housing Inc</a>	PA	\$266,072	Interim President/ceo	\$17,059	<b>\$15,822</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Charlottesville Public Housing</a>	VA	\$266,067	Board Member	\$2,798	<b>\$2,587</b>	2023
<a href="#">Plazas De Merced</a>	CO	\$269,480	Vice President	\$34,402	<b>\$31,586</b>	2023
<a href="#">Independent Living Horizons Nine Inc</a>	GA	\$265,847	President/ceo	\$21,151	<b>\$20,364</b>	2023
<a href="#">Carolina Senior Living</a>	NC	\$269,564	President/ceo	\$48,900	<b>\$46,992</b>	2024
<a href="#">Prairie Place On 1st Inc</a>	IA	\$269,958	Ceo	\$711	<b>\$724</b>	2024
<a href="#">Bph Holding Co Inc</a>	TX	\$270,000	President & Ceo	\$19,997	<b>\$19,154</b>	2023
<a href="#">Pacific Community Services Inc</a>	CA	\$270,075	Exec Vice Pres	\$17,380	<b>\$13,598</b>	2025
<a href="#">Wayward Homes Inc</a>	GA	\$265,222	Chairman	\$15,957	<b>\$15,363</b>	2023
<a href="#">Audrain County Shelter Resource Coalition</a>	MO	\$270,203	Director	\$54,158	<b>\$53,349</b>	2024
<a href="#">Elli's House</a>	MI	\$264,991	Executive Di	\$55,650	<b>\$55,000</b>	2023
<a href="#">Housing 4 The Homeless</a>	CA	\$270,647	Director	\$6,015	<b>\$4,830</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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** 1086 organizations. Compensation range \$142–\$445,507; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$267,692); for reference, expenses \$122,760 and assets \$200,650. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Gabrielle Decker, reported title " <i>DIRECTOR/CASE MANAGER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	651 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	39 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	29 <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 (Gabrielle Decker) 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 1086 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 84<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.