

Twin Cities Rescue Mission

Executive Director / CEO

EIN 946107647
 CA · NTEE L41
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Aaron Walrath, Executive Director / CEO** (\$4,500) against **every comparable organization** that fit the selection criteria — **600** 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: Aaron Walrath — reported title “EXECUTIVE DIRECTOR”, 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 \$73,960 and \$165,583 — 0.67x to 1.50x the subject's \$110,389 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

600 organizations qualified on sector, size, and geography → **600** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,700	\$13,655	\$30,652	\$58,288	\$76,124	\$4,500
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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 CA 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
Hope Werner Housing Inc	MD	\$110,309	President	\$11,364	\$12,304	2023
Uhab Housing Development Fund	NY	\$110,282	President Thru March 2023	\$5,487	\$5,742	2023
Broward Coalition For The Homeless	FL	\$110,120	Chairman	\$91,015	\$99,017	2023
Rhf Holdings Group Inc	CA	\$110,743	President/ceo	\$68,128	\$66,173	2024
Greenlawn Centerport Historical Association	NY	\$110,937	Director	\$32,800	\$32,480	2025
Fulfilling Housing Li Inc	OH	\$109,750	Executive Director	\$16,318	\$20,015	2023
Crider Center Choices Inc	MO	\$111,128	Executive Director	\$81,956	\$97,642	2024
Egida Del Policia Inc	PR	\$109,598	President	\$6,000	\$6,000	2023
Oak Manor Associates	WA	\$109,450	President And Ceo	\$24,457	\$25,358	2023
Habitat For Humanity Aransas County	TX	\$111,334	Executive Di	\$76,868	\$86,492	2024
Bear Creek Development Corporation	TX	\$111,533	Executive Director	\$105,000	\$118,147	2024
Ouabache Village Inc	IN	\$111,556	President	\$44,374	\$52,637	2024
Oak View Apartments Inc	MN	\$111,623	Administrator	\$31,555	\$35,073	2024
Hh Cares Inc	KY	\$109,139	Executive Director	\$10,250	\$12,753	2023
Fresh Start Ministries Of San Angelo	TX	\$111,873	Executive Director	\$15,600	\$17,553	2024
Abilities At Cumberland Towers Inc	FL	\$108,873	President/ceo	\$38,173	\$41,529	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Level-equity Building Inc	PA	\$111,971	Ceo	\$91,667	\$102,826	2024
Dow Rummel Community Enhancement	SD	\$108,743	Ceo	\$8,052	\$9,996	2024
Bethany Inc	MI	\$108,731	President	\$1,500	\$1,742	2024
Mojave Cedar Supportive Housing Inc	MN	\$108,649	President/tr	\$68,006	\$73,639	2025
Palmetto Housing Corporation	SC	\$108,638	Executive Director	\$9,421	\$11,056	2024
Outreach For Christ Inc	VA	\$112,171	President	\$29,914	\$33,449	2023
Argonaut House 2	WA	\$108,603	Executive Director	\$10,769	\$10,845	2024
Watertower Residential Inc	IN	\$108,546	Ex-officio & Regional Ceo	\$63,183	\$77,163	2023
Southeastern Appalachian Rural Alliance Inc	WV	\$112,251	Executive Director	\$31,250	\$38,060	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	600 organizations. Compensation range \$92–\$385,417; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$110,389); for reference, expenses \$146,950 and assets \$146,508.
ROLE MATCH	Aaron Walrath, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	456 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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)	6 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	2 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 (Aaron Walrath) 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 600 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,500 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.