

Glenmore Housing Inc

Executive Director / CEO

EIN 522172467
 MD · NTEE L21
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Nico Sanders, Executive Director / CEO** (\$4,329) against **every comparable organization** that fit the selection criteria — **118** 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: Nico Sanders — 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 (L21).
BUDGET	Total revenue between \$47,925 and \$107,295 — 0.67x to 1.50x the subject's \$71,530 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

118 organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,143	\$11,620	\$21,104	\$35,906	\$45,878	\$4,329
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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 MD 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
Thomas Housing Development Corporation	MD	\$71,681	President	\$36,154	\$35,117	2024
Abcap Housing M Inc	OH	\$71,704	Executive Director	\$41,692	\$45,878	2024
Community Services Second Housing	NY	\$71,077	Director	\$30,342	\$28,485	2024
Independent Living Horizons Twelve Inc	GA	\$72,061	President/ceo	\$21,151	\$22,748	2023
Alternatives Homes 2004 Inc	NJ	\$70,125	Chairperson, Trustee	\$22,000	\$20,407	2024
Shalom Apartments Of Federation	PA	\$69,837	Executive Director	\$23,138	\$23,972	2024
Maxcen Housing Society Inc Kentucky Branch	KY	\$69,790	Ceo	\$5,188	\$5,791	2024
Community Services Fourth Housing	NY	\$69,663	Director	\$30,342	\$28,485	2024
Westland Community Housing Corporation	MA	\$69,627	President (As Of 8/22/22)	\$2,702	\$2,597	2023
Westhampton Senior Housing Inc	MA	\$69,323	Executive Director	\$7,138	\$7,143	2022
Mosaic Housing Corp Xii	NE	\$68,885	President	\$26,896	\$30,054	2024
Mosaic Housing Corp Xx - Garden City	NE	\$74,256	President	\$26,896	\$30,054	2024
Evans Place Housing Inc	NJ	\$74,331	Ceo	\$11,980	\$11,112	2024
Homes Of Care li Inc	MA	\$68,704	President & Ceo/director	\$24,869	\$23,218	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Affordable Senior Housing Of	MA	\$74,574	Executive Director	\$7,138	\$7,143	2022
Home Together Community Housing	MA	\$68,062	Cfo Of Action Inc	\$9,145	\$8,538	2024
Marsh Island Corporation	ME	\$67,997	Secretary/treasurer	\$35,552	\$36,033	2025
Passavant Memorial Homes Vii	PA	\$67,562	Ceo & President	\$36,502	\$37,819	2024
Wellspring Bridge Apartments	KY	\$66,927	Chief Executive Officer	\$13,611	\$15,193	2024
Nyc Partnership Housing Development	NY	\$66,900	President & Ceo	\$41,265	\$38,740	2024
Shirley Bridge Bungalows	WA	\$66,720	President And Ceo	\$24,943	\$23,201	2024
Ken-crest Housing Pa 2000 Inc	PA	\$76,628	Ceo	\$29,531	\$30,596	2024
Keystone Housing Development Corporation	PA	\$66,416	Director Of Construction	\$13,787	\$14,706	2023
Dd Housing Incorporated	CO	\$66,231	Chief Executive Officer	\$21,640	\$21,558	2024
Creative Housing Inc Xiii	OH	\$64,862	President	\$9,011	\$9,915	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **118** organizations. Compensation range \$2,239–\$168,761; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$71,530); for reference, expenses \$78,639 and assets \$226,457.
ROLE MATCH	Nico Sanders, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	109 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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)	7 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	19 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 (Nico Sanders) 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 118 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,329 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.