

Havenwoods Neighborhood Partnership Inc

Executive Director / CEO

EIN 020590061
 WI · NTEE S31
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Stephanie Harling, Executive Director / CEO** (\$86,084) against **every comparable organization** that fit the selection criteria — **101** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

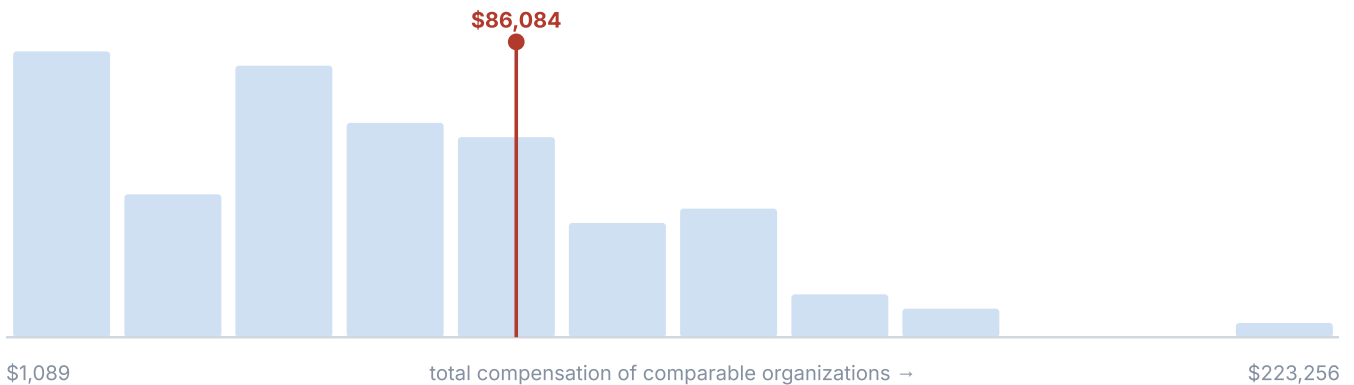
Benchmarked executive: Stephanie Harling — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S31).
BUDGET	Total revenue between \$234,192 and \$524,311 — 0.67x to 1.50x the subject's \$349,541 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

101 organizations qualified on sector, size, and geography → **101** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,637	\$29,449	\$58,789	\$85,993	\$121,069	\$86,084
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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
Stockyards Preservation Foundation Of Fort Worth	TX	\$349,457	Secretary & Treasurer	\$6,000	\$5,582	2024
The Urban Conservancy	LA	\$346,884	Executive Director	\$106,463	\$109,030	2024
The Experience Community Development Corp	CA	\$353,065	Crawford, Director	\$51,624	\$41,459	2024
Plano Improvement Corporation	TX	\$344,804	President	\$63,191	\$58,789	2024
Okmulgee Area Development Corp	OK	\$354,623	Former Exec Dir	\$25,600	\$26,218	2024
St Bernard Economic Development Foundat	LA	\$343,130	Ceo	\$130,500	\$137,594	2023
Forward Foundation Inc	WI	\$356,970	President (Until 3/1/24)	\$6,011	\$5,688	2025
Redec Relending Corporation	NY	\$357,766	President	\$9,491	\$7,977	2024
Springfield Cultural Partnership Inc	MA	\$340,593	Exec Director	\$93,855	\$76,418	2025
Renewable Manufacturing Gateway	PA	\$340,108	Executive Director	\$87,400	\$81,062	2024
West Lakes Partnership Inc	FL	\$339,188	Executive Di	\$89,000	\$77,761	2024
West Line Corridor Collaborative	CO	\$337,562	Executive Director	\$108,000	\$96,314	2024
Bee Area Partnership Inc	TX	\$336,125	Ceo	\$143,750	\$137,686	2023
Borderplex Bi-national Economic	TX	\$365,089	Ceo	\$13,770	\$12,811	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
District 6 Planning Council	MN	\$365,848	Executive Director	\$92,872	\$85,349	2024
Washington Heights And Inwood	NY	\$332,663	Executive Director	\$115,195	\$99,672	2023
Penn's Northeast Inc	PA	\$332,073	President/ceo	\$140,538	\$126,986	2025
Vaya Verde	NM	\$328,170	Executive Di	\$68,731	\$70,784	2023
Maya Economic Development Corporation	NE	\$371,950	Ceo/director	\$1,057	\$1,089	2023
Brightwood Development Corporation	MA	\$327,011	Clerk	\$16,300	\$14,025	2023
Opportunity Transformation Investments	IL	\$326,850	President	\$30,240	\$27,649	2024
Boston Farms Community Land Trust Inc	MA	\$374,952	Clerk	\$89,071	\$79,783	2022
Regional Economic Development	PA	\$323,611	President	\$67,544	\$62,645	2024
Algiers Economic Development Foundation	LA	\$318,937	Former Executive Director	\$72,042	\$71,877	2025
Black Dollar Days Task Force	WA	\$380,149	Executive Dir.	\$36,400	\$30,310	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.

Sample, role match & sensitivity

PEER COUNT **101** organizations. Compensation range \$1,089–\$223,256; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$349,541); for reference, expenses \$501,760 and assets \$194,134. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Stephanie Harling, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	75 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	61 st

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 (Stephanie Harling) 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 101 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,084 is reasonable (approximately the 75th 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.