

Attleboro Enterprises Development

Executive Director / CEO

EIN 043425082

MA · NTEE L99Z

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Gerard Pilkington, Executive Director / CEO** (\$5,893) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Gerard Pilkington — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

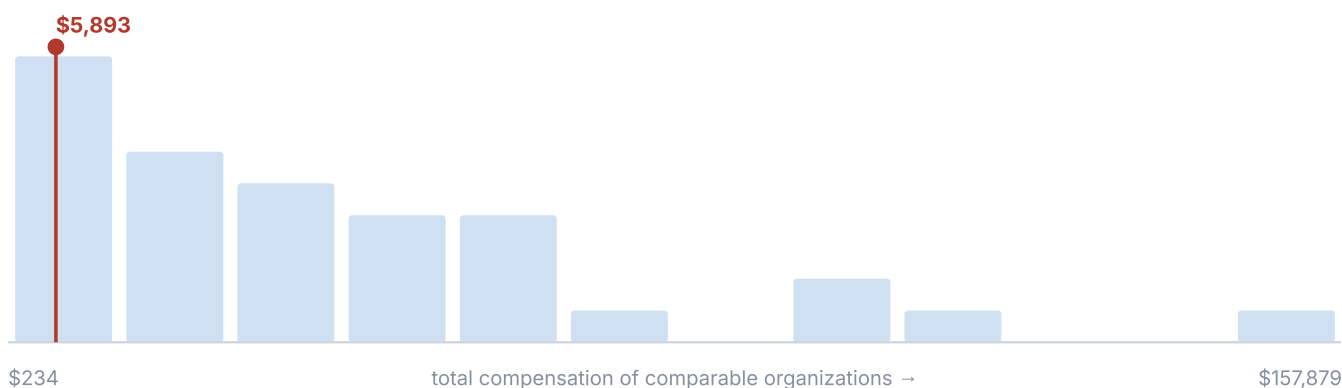
SECTOR Organizations sharing the subject's NTEE classification (L99Z).

BUDGET Total revenue between \$100,439 and \$224,863 — 0.67x to 1.50x the subject's \$149,909 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,655	\$13,121	\$32,268	\$56,646	\$87,138	\$5,893
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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 MA 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
Belford Commons Corporation	VA	\$148,577	Ceo/president	\$59,710	\$62,317	2024
Lss Housing North Willow Inc	WI	\$151,848	President	\$40,683	\$45,925	2024
Arroyo Commons Inc	CA	\$152,875	President	\$41,962	\$40,322	2023
Alexander Apartments Of Plant City Inc	FL	\$153,338	Ceo	\$38,719	\$39,316	2024
Vermont Alliance For Recovery	VT	\$143,188	Executive Di	\$105,326	\$114,589	2024
Stansbury Homes Inc	MD	\$157,839	President	\$20,272	\$21,091	2023
Flora Vista Housing Development Fund	NY	\$158,970	President & Ceo (Thru 4/23)	\$56,332	\$56,646	2023
Sunflower Diversified	KS	\$140,625	Member, Exec Dir Sds	\$2,192	\$2,560	2024
Portland Supportive Housing Inc	OR	\$162,208	Finance Direc.	\$13,072	\$13,121	2024
Warriors Center For Women Phillips County	AR	\$165,072	Secretary & Executive Director	\$28,100	\$34,141	2024
Harambee House Inc	MO	\$133,890	President	\$7,395	\$8,248	2025
Housing Associates Inc	MD	\$133,639	Executive Director	\$4,329	\$4,504	2023
Decatur Street Residences Inc	CO	\$167,476	President	\$25,082	\$25,996	2024
Thi-14 Inc	IL	\$126,596	Chief Executive Officer	\$29,764	\$32,563	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Huntsville Voa Housing Inc	AL	\$173,879	President/ceo	\$53,238	\$60,566	2025
Vesta's Hearth Inc	MD	\$175,501	President	\$21,417	\$21,643	2024
The Affordable Housing Group	TX	\$121,648	Exec. Director	\$59,412	\$66,136	2023
Auburn Housing Authority Inc	KS	\$121,407	Manager	\$12,000	\$14,427	2023
Hearthstone Housing Ltd	WI	\$178,857	President/ceo	\$139,859	\$157,879	2024
Three West Housing Inc	OR	\$179,019	Treasurer	\$18,132	\$18,201	2024
Center Housing Development Fund	NY	\$182,407	Pres/ceo/tre	\$33,037	\$32,268	2024
Family Community Housing	GA	\$117,012	Executive Di	\$85,008	\$92,388	2024
Greenlawn Centerport Historical Association	NY	\$110,937	Director	\$32,800	\$31,211	2025
Broward Coalition For The Homeless	FL	\$110,120	Chairman	\$91,015	\$95,148	2023
Metro North Community Development Corp	FL	\$108,340	Executive Dir.	\$60,000	\$60,925	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **33** organizations. Compensation range \$234–\$157,879; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$149,909); for reference, expenses \$141,158 and assets \$953,741.

ROLE MATCH	Gerard Pilkington, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	22 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	12 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	52 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 (Gerard Pilkington) 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 33 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,893 is reasonable (approximately the 12th 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.