

# Coventry Housing

Executive Director / CEO

EIN 050495681  
 RI · NTEE L20J  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Julie A Leddy, Executive Director / CEO** (\$37,411) against **every comparable organization** that fit the selection criteria — **222** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

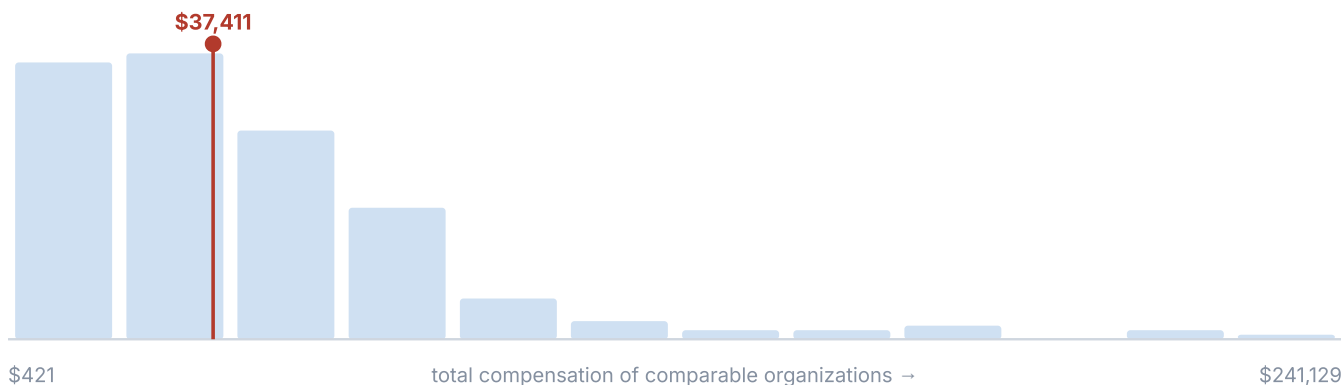
**Benchmarked executive:** Julie A Leddy — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20J).
BUDGET	Total revenue between \$100,420 and \$224,823 — 0.67x to 1.50x the subject's \$149,882 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

**222** organizations qualified on sector, size, and geography → **222** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,928	\$18,906	\$35,881	\$58,624	\$81,352	<b>\$37,411</b>
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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 RI 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="#">East 54th Street Housing Development</a>	NY	\$149,704	Ceo	\$60,217	<b>\$58,424</b>	2023
<a href="#">The Meadows Of Guerin Inc</a>	IN	\$150,424	President/ceo	\$6,437	<b>\$7,079</b>	2024
<a href="#">Spectrum Closter Apartments Inc</a>	NJ	\$148,975	President/ceo	\$54,495	<b>\$50,742</b>	2024
<a href="#">Lss Manor Inc - Marquette</a>	WI	\$148,963	President	\$40,683	<b>\$44,310</b>	2024
<a href="#">Ocl Properties Ix Inc</a>	NY	\$147,783	Chief Financial Officer	\$73,290	<b>\$69,067</b>	2024
<a href="#">Housing Opportunities Made Equal</a>	MI	\$152,206	Executive Di	\$52,028	<b>\$56,005</b>	2024
<a href="#">The Village At Oasis Park Phase I</a>	AZ	\$146,482	Ceo	\$47,886	<b>\$48,028</b>	2024
<a href="#">New Vision Residential Services Inc</a>	KY	\$153,520	President/ceo	\$5,611	<b>\$6,287</b>	2024
<a href="#">Western Wayne Affordable Housing</a>	IN	\$154,497	President	\$750	<b>\$825</b>	2024
<a href="#">Fort Hill Avenue Inc</a>	MA	\$145,235	President (As Of 8/22/22)	\$2,702	<b>\$2,607</b>	2023
<a href="#">Commonweal Conservancy Inc</a>	NM	\$154,587	President	\$208,804	<b>\$241,129</b>	2023
<a href="#">Jefferson Park Inc</a>	MO	\$154,742	President & Ceo	\$19,685	<b>\$22,385</b>	2023
<a href="#">Ocean Housing Foundation</a>	CA	\$144,987	Chief Executive Officer	\$61,000	<b>\$56,555</b>	2023
<a href="#">Habitat For Humanity South Carolina</a>	SC	\$144,857	Executive Dir.	\$76,256	<b>\$85,415</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cahuenga Housing Foundation</a>	CA	\$154,984	Chief Executive Officer	\$61,000	<b>\$56,555</b>	2023
<a href="#">Morris County Affordable Housing</a>	NJ	\$144,501	Director	\$4,736	<b>\$4,540</b>	2023
<a href="#">Salishan Apartments Inc</a>	CA	\$144,446	Secretary/treasurer	\$37,437	<b>\$34,709</b>	2023
<a href="#">Asi - Fargo Inc</a>	MN	\$155,341	President/tr	\$68,006	<b>\$68,273</b>	2025
<a href="#">Appleton Housing Corporation</a>	MA	\$143,893	President (As Of 8/22/22)	\$2,702	<b>\$2,607</b>	2023
<a href="#">Southeastern Ohio H E A R T Inc</a>	OH	\$143,800	President	\$24,000	<b>\$26,510</b>	2024
<a href="#">Phoebe Housing Inc</a>	PA	\$156,016	President/ceo	\$37,732	<b>\$40,400</b>	2023
<a href="#">Merrimack Housing Corporation</a>	MA	\$143,623	President (As Of 8/22/22)	\$2,702	<b>\$2,607</b>	2023
<a href="#">Hardin County Housing Development Inc</a>	OH	\$143,502	Maintenance Manager	\$43,051	<b>\$48,958</b>	2023
<a href="#">F W Residential Properties Inc</a>	IL	\$143,152	Chair	\$19,355	<b>\$19,333</b>	2025
<a href="#">Coyne Road Inc</a>	MA	\$157,172	Executive Director	\$19,712	<b>\$18,473</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI cost of living and 2024 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 RI 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 **222** organizations. Compensation range \$421–\$241,129; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$149,882); for reference, expenses \$495,251 and assets \$3,208,488. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Julie A Leddy, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	157 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	51 <sup>st</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	37 <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 (Julie A Leddy) 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 222 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,411 is reasonable (approximately the 52<sup>nd</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.