

Rose-arc Housing Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **John J Padien Iii, Executive Director / CEO** (\$223,152) against **every comparable organization** that fit the selection criteria — **178** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: John J Padien Iii — reported title “CHIEF EXECUTIVE OFFICER”, 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 \$77,965 and \$174,550 — 0.67x to 1.50x the subject's \$116,367 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

178 organizations qualified on sector, size, and geography → **178** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,570	\$14,205	\$27,651	\$55,470	\$70,137	\$223,152
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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
Little Rock Supportive Housing Inc	MN	\$117,216	President/tr	\$68,006	\$70,079	2025
Thomaston Meadows Inc	OH	\$117,348	President	\$87,539	\$99,252	2024
Urban League Of Rochester Economic	NY	\$117,495	President/ceo	\$36,309	\$35,122	2024
Cardinal's Peak Inc	OH	\$117,591	President	\$9,146	\$10,370	2024
Bridge Point Senior Village Inc	OH	\$114,933	Executive Director	\$6,211	\$7,250	2023
Pine Street Inn Housing li Inc	MA	\$117,877	Director	\$31,580	\$30,379	2024
Yes Housing Of Arizona Inc	NM	\$114,384	President/ceo	\$79,092	\$91,064	2024
Five Star Development Corporation	AL	\$118,715	President/ceo	\$53,238	\$59,981	2025
Vesta Charles Inc	MD	\$113,884	President	\$21,417	\$21,434	2024
Csp Kehillah Housing	OR	\$113,564	Ceo	\$29,228	\$29,913	2023
Lillian Holliday Residence Corporation	PA	\$113,416	President/ceo	\$55,952	\$61,494	2023
Independent Living Services Of	AR	\$119,423	Executive Director	\$11,276	\$13,568	2024
Interfaith Development	CA	\$112,824	President	\$12,848	\$11,876	2024
Cypress Homes Hdrc	NY	\$120,019	Ceo	\$25,826	\$24,982	2024
Ocl Properties X Inc	NY	\$120,273	Chief Financial Officer	\$73,290	\$70,894	2024
Hbhci Hud 1 Inc	FL	\$120,352	Vice President	\$68,495	\$67,105	2025
Spruce Place Inc	OR	\$120,445	Executive Di	\$21,046	\$20,383	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
San Diego Kind Corporation	CA	\$121,139	Employee	\$296,364	\$273,947	2024
Sheltering Arms Housing Corporation	MO	\$121,159	Co-ceo	\$50,151	\$56,861	2024
Ouabache Village Inc	IN	\$111,556	President	\$44,374	\$50,093	2024
Abcap Housing Vi Inc	OH	\$121,179	Executive Director	\$41,692	\$47,270	2024
Crider Center Choices Inc	MO	\$111,128	Executive Director	\$81,956	\$92,921	2024
Hope Werner Housing Inc	MD	\$110,309	President	\$11,364	\$11,709	2023
Simadon Corporation	IN	\$122,703	President & Ceo	\$52,409	\$59,164	2024
Tushim Manor Inc	PA	\$123,247	Ceo	\$18,725	\$20,580	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI cost of living and 2025 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.

■ Sample, role match & sensitivity

PEER COUNT	178 organizations. Compensation range \$296–\$312,503; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$116,367); for reference, expenses \$158,353 and assets \$278,637.
ROLE MATCH	John J Padien Iii, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	160 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	40 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 (John J Padien lii) 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 178 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$223,152 is reasonable (approximately the 99th 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.