

Gemini Housing Corporation

Executive Director / CEO

EIN 050520256

RI · NTEE L20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Clare Fortin, Executive Director / CEO** (\$7,534) against **every comparable organization** that fit the selection criteria — **115** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Clare Fortin — reported title “DIRECTOR”, 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 (L20).

BUDGET Total revenue between \$36,275 and \$81,213 — 0.67x to 1.50x the subject's \$54,142 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

115 organizations qualified on sector, size, and geography → **115** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,962	\$12,383	\$23,306	\$37,962	\$65,615	\$7,534
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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
Onic-senior Affordable Housing Inc	FL	\$53,342	President	\$32,805	\$32,139	2024
Gloucester Housing Inc	MA	\$53,167	Ceo	\$211,478	\$198,187	2024
Kalamazoo Area Housing Corporation	MI	\$53,143	Secretary/treasurer	\$15,654	\$16,850	2024
Columbia Place	ND	\$55,260	Chief Executive Officer	\$11,097	\$13,076	2023
Mosaic Housing Corp Xviii	NE	\$52,657	President	\$26,896	\$30,169	2024
Partners For Better Housing	AR	\$56,253	Interim Exec Director	\$62,033	\$74,866	2023
Soda Creek Apartments Inc	CO	\$51,782	Executive Di	\$9,862	\$10,153	2023
Fswp-gl lii Inc	PA	\$57,658	Ceo	\$28,093	\$30,080	2023
Bradstreet Community Housing Corporation	MA	\$57,699	Ceo	\$23,870	\$21,794	2025
Fort Hill Housing Inc	MA	\$50,158	President & Ceo	\$42,027	\$40,549	2023
Pacific Housing Oahu Corporation	HI	\$50,130	Assistant Secretary	\$12,712	\$11,869	2024
Fswp-gl li Inc	PA	\$58,345	Ceo	\$28,093	\$30,080	2023
Mosaic Housing Corp Xvii - Beatrice	NE	\$58,601	President	\$26,896	\$30,169	2024
Abcap Housing E Inc	OH	\$49,422	Executive Director	\$41,692	\$46,052	2024
Housing Works Harlem Housing	NY	\$58,953	Secretary	\$27,348	\$26,534	2023
Passavant Memorial Homes lx	PA	\$59,091	Ceo & President	\$36,502	\$37,962	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Columbia Housing Opportunities Inc	NJ	\$49,073	Treasurer/secretary	\$4,747	\$4,550	2023
Vinfen Corporation Of Forest Inc	MA	\$49,044	Former Director & Ceo	\$21,978	\$21,205	2023
The Association's Second Property Inc	MA	\$48,886	President	\$7,684	\$7,201	2024
Homes Of Care Inc	MA	\$48,798	President & Ceo/director	\$24,869	\$23,306	2024
Crc Housing Corporation	MA	\$59,556	President & Ceo	\$38,739	\$37,376	2023
Clovernook Housing Network	OH	\$48,570	Ceo	\$14,293	\$15,788	2024
Bridgewell Merrimac Housing Corporation	MA	\$48,482	Ceo	\$21,300	\$20,551	2023
Shdc No 2 Inc	HI	\$60,311	Exec. Dir./asst Secr.	\$12,721	\$12,229	2023
Hinze Homes Inc	MD	\$60,997	President	\$20,272	\$20,349	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 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.

■ Sample, role match & sensitivity

PEER COUNT	115 organizations. Compensation range \$1,165–\$254,250; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$54,142); for reference, expenses \$29,531 and assets \$330,366. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Clare Fortin, reported title " <i>DIRECTOR</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	103 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	10 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	0 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 (Clare Fortin) 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 115 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,534 is reasonable (approximately the 10th 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.