

Kenn Homes Inc Co The Kennedy Center Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Richard E Sebastian Jr, Executive Director / CEO** (\$22,886) against **every comparable organization** that fit the selection criteria — **209** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

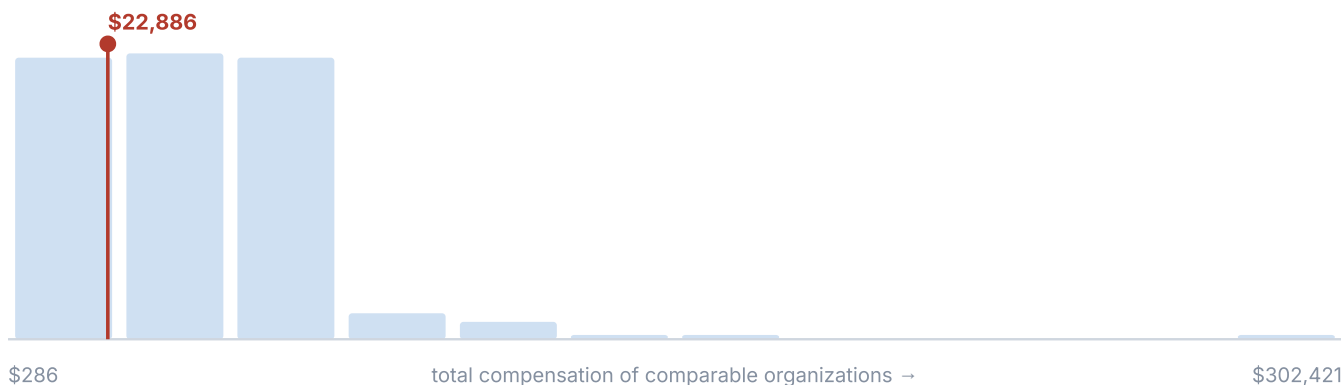
Benchmarked executive: Richard E Sebastian Jr — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$129,669 and \$290,304 — 0.67x to 1.50x the subject's \$193,536 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

209 organizations qualified on sector, size, and geography → **209** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,423	\$21,301	\$38,848	\$67,268	\$69,255	\$22,886
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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 CT 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
Bay Aging Apartments Montross Inc	VA	\$193,099	President	\$17,050	\$17,054	2024
Clackamas Residential Options Inc	OR	\$194,060	Secretary	\$17,407	\$16,747	2024
Senior Citizens Housing Development	NH	\$194,226	President	\$24,428	\$23,366	2024
Snhs Elderly Housing Ix Inc	NH	\$192,810	Treasurer	\$53,564	\$49,916	2025
Nazareth House Housing Development Fund	NY	\$192,701	Executive Director	\$2,057	\$1,982	2023
San Leandro Supportive Housing Inc	CA	\$194,384	President	\$43,669	\$40,217	2023
Asi Freeport Inc	MN	\$194,608	President/tr	\$68,006	\$67,818	2025
Peoria Place	CO	\$194,673	Vice President/director	\$35,478	\$35,242	2024
Snhs Elderly Housing Viii Inc	NH	\$191,317	Treasurer	\$53,564	\$49,916	2025
Residential Supports & Servicesinc	OH	\$195,978	Chairman	\$325	\$367	2023
Federation Housing Ii Inc	NY	\$191,054	Cfo	\$50,911	\$47,658	2024
Cedar Street Apartments Inc	CA	\$190,900	Executive Director	\$19,654	\$18,101	2023
Good Shepherd Housing Corporation	OH	\$196,317	Executive Director	\$53,884	\$59,123	2024
Bledsoe Lane Supportive Housing Inc	MN	\$190,659	President/tr	\$68,006	\$67,818	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Asi Greeley Inc	MN	\$196,463	President/tr	\$68,006	\$67,818	2025
Usa Housing Inc	AZ	\$190,003	Executive Director/treasurer	\$37,200	\$37,062	2024
Network Housing 2005 Inc	OH	\$197,326	Ceo (Exited 3.24.25)	\$30,598	\$33,573	2024
Catholic Housing Corporation Of Lansford	PA	\$197,468	Chief Executive Officer	\$30,655	\$31,669	2024
Brisbane Senior Housing Inc	CA	\$189,312	Evp/cfo	\$120,262	\$107,579	2024
Nar Roberts Jr Inc	WV	\$188,016	Vice Preside	\$16,639	\$19,215	2023
Armenia-eddy Apartments Inc	FL	\$187,807	Ceo	\$38,719	\$37,681	2024
Independence Hill Inc	CO	\$199,526	President/director	\$43,633	\$43,342	2024
Albert Lea Senior Housing Inc	MN	\$187,333	President/tr	\$68,006	\$67,818	2025
Pendleton Ministries 2 Inc	CO	\$200,000	President/director	\$35,478	\$35,242	2024
Renaissance Court Inc	OR	\$200,240	Executive Director	\$20,653	\$19,868	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 209 organizations. Compensation range \$286–\$302,421; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$193,536); for reference, expenses \$303,718 and assets \$292,034. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Richard E Sebastian Jr, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	180 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	28 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	68 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 (Richard E Sebastian Jr) 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 209 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,886 is reasonable (approximately the 28th 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.