

# Fountain House Housing Development Fund Co Inc

Executive Director / CEO

EIN 133527769  
 NY · NTEE F33Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Kenneth Zimmerman, Executive Director / CEO** (\$43,183) against **every comparable organization** that fit the selection criteria — **11** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

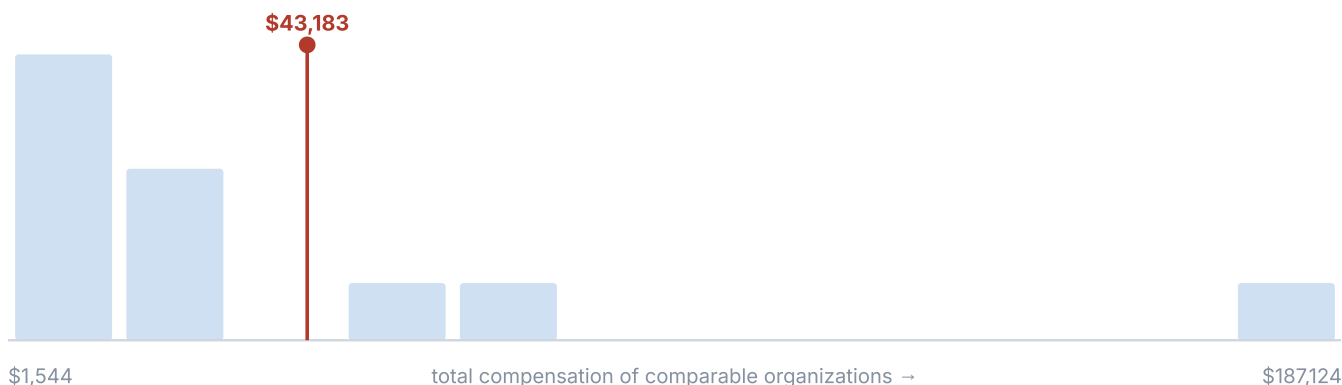
**Benchmarked executive:** Kenneth Zimmerman — reported title "CHIEF EXECUTIVE OFFICER", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F33Z).
BUDGET	Total revenue between \$5,000 and \$20,000 — 0.50x to 2.00x the subject's \$10,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.5–2x revenue.

**11** organizations qualified on sector, size, and geography → **11** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$2,152</b> 10TH	<b>\$6,238</b> 25TH	<b>\$21,099</b> MEDIAN	<b>\$42,689</b> 75TH	<b>\$73,413</b> 90TH	<b>\$43,183</b> THIS ORG · 73RD
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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 NY 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="#">New Jersey Mental Health Institute Inc</a>	NJ	\$12,090	Executive Director	\$27,268	<b>\$26,942</b>	2024
<a href="#">Recovery Empowerment Project Inc</a>	NY	\$7,702	Board Of Director	\$1,500	<b>\$1,544</b>	2023
<a href="#">Magnolia Education &amp; Treatment Inc</a>	AL	\$5,769	Director	\$1,800	<b>\$2,152</b>	2024
<a href="#">Janus Supportive Living Svcs Inc</a>	ME	\$16,019	President	\$19,040	<b>\$21,099</b>	2024
<a href="#">Fountain House Of New Jersey Inc</a>	NY	\$16,832	Ceo Eff. 9/22	\$15,395	<b>\$15,850</b>	2023
<a href="#">Healing Justice Foundation</a>	MN	\$17,606	President	\$171,125	<b>\$187,124</b>	2024
<a href="#">Institute For Better Health Inc</a>	CA	\$17,611	Executive Director/board M	\$24,000	<b>\$23,612</b>	2023
<a href="#">Riverton Road Inc</a>	NJ	\$18,249	President	\$59,141	<b>\$58,435</b>	2024
<a href="#">Bay Life Services Inc</a>	MD	\$19,694	Former President/director	\$68,921	<b>\$73,413</b>	2023
<a href="#">Choices Inter-linking</a>	TX	\$19,924	Coo	\$3,600	<b>\$4,103</b>	2023
<a href="#">Miami Behavioral Health Center Inc</a>	FL	\$20,000	Bchc Ceo	\$7,822	<b>\$8,372</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	11 organizations — <b>below 15; treat the percentiles as indicative, not precise.</b> Compensation range \$1,544–\$187,124; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$10,000); for reference, expenses \$79,961 and assets \$719,134. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Kenneth Zimmerman, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	82 <sup>nd</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 (Kenneth Zimmerman) 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 11 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.5–2× revenue).
3. The authorized body determined that total compensation of \$43,183 is reasonable (approximately the 73<sup>rd</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.