

St Francis Of Assisi Residences At

Executive Director / CEO

EIN 200848276

MA · NTEE L20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Barker, Executive Director / CEO** (\$3,180) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Kathleen Barker — reported title “EXEC. DIR./P”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L20).

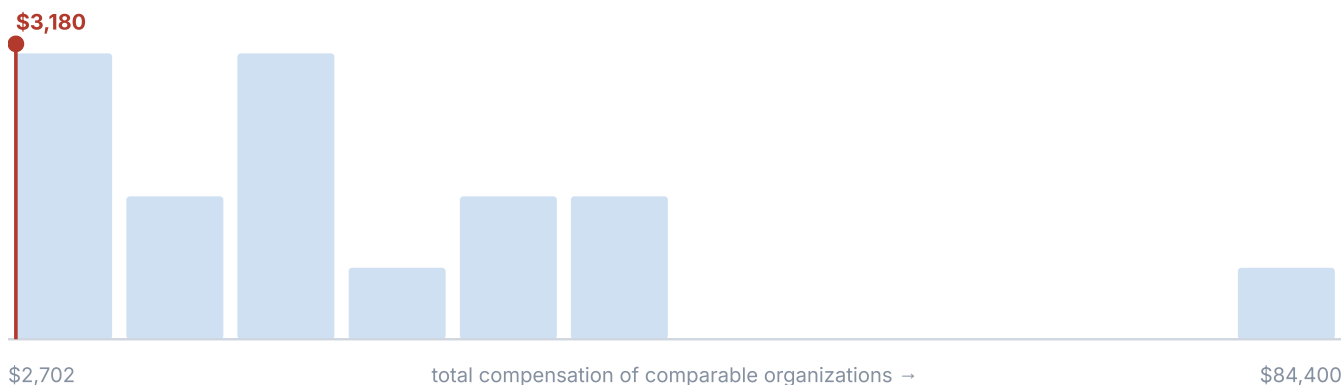
BUDGET Total revenue between \$127,412 and \$285,252 — 0.67x to 1.50x the subject's \$190,168 (the band tightens as size grows).

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

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,702	\$9,333	\$18,972	\$31,153	\$38,796	\$3,180
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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 MA 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
Roxbury Main Streets Revitalization Corporation	MA	\$189,221	Executive Director	\$86,893	\$84,400	2024
Broadwal Inc	MA	\$185,519	Executive Director	\$18,487	\$17,957	2024
Sean Brook House Inc	MA	\$184,359	Executive Director	\$29,252	\$29,252	2023
4 Bishop Street Inc	MA	\$211,199	Pres. & Ceo	\$15,150	\$14,715	2024
Hope House Iii Inc	MA	\$166,386	President, Ceo	\$31,555	\$30,650	2024
Coyne Road Inc	MA	\$157,172	Executive Director	\$19,712	\$19,146	2024
Fenway Lodging House Inc	MA	\$226,173	Director (As Of 5/24)	\$19,498	\$18,939	2024
Fort Hill Avenue Inc	MA	\$145,235	President (As Of 8/22/22)	\$2,702	\$2,702	2023
Fhi Lawrenceandover Inc	MA	\$236,259	President & Ceo	\$38,739	\$38,739	2023
Appleton Housing Corporation	MA	\$143,893	President (As Of 8/22/22)	\$2,702	\$2,702	2023
Twentieth Association Properties Inc	MA	\$236,638	President & Ceo	\$7,164	\$6,958	2024
Merrimack Housing Corporation	MA	\$143,623	President (As Of 8/22/22)	\$2,702	\$2,702	2023
Plymouth Bay Housing Corporation	MA	\$248,798	Ceo	\$40,000	\$38,852	2024
Stop It Now Inc	MA	\$262,040	President/ceo	\$32,663	\$32,663	2023
Moreland Affordable Housing Corporation	MA	\$272,007	President (As Of 1/2024)	\$19,566	\$19,005	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hearth Beacon Inc	MA	\$277,194	Cao/pres. & Ceo (As Of 11/23)	\$10,124	\$10,124	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	16 organizations. Compensation range \$2,702–\$84,400; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$190,168); for reference, expenses \$316,138 and assets \$2,115,111. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kathleen Barker, reported title "EXEC. DIR./P", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	6 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 (Kathleen Barker) 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 16 similarly situated organizations (Same NTEE sector (L20) + MA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,180 is reasonable (approximately the 19th 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.