

New Hampshire Housing Development Corp

Executive Director / CEO

EIN 201044089

MD · NTEE L25

FY ending 2024-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Najla Wortham, Executive Director / CEO** (\$17,605) against **every comparable organization** that fit the selection criteria — **392** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Najla Wortham — 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 (L25).

BUDGET Total revenue between \$45,941 and \$102,855 — 0.67x to 1.50x the subject's \$68,570 (the band tightens as size grows).

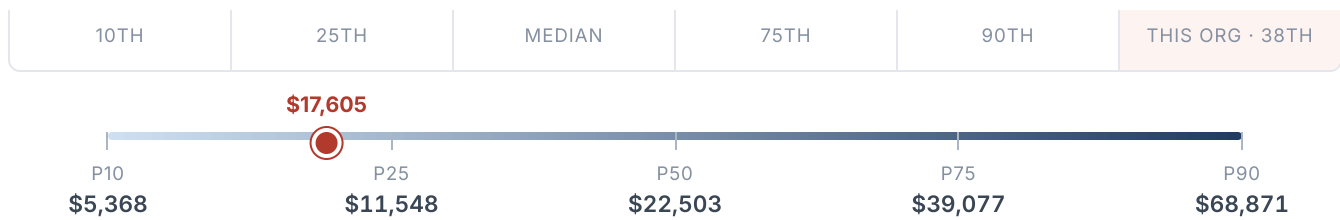
GEOGRAPHY Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

392 organizations qualified on sector, size, and geography → **392** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,368	\$11,548	\$22,503	\$39,077	\$68,871	\$17,605
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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 MD 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
Walden Place Inc	MD	\$68,485	President	\$20,272	\$20,871	2023
Homes Of Care Ii Inc	MA	\$68,704	President & Ceo/director	\$24,869	\$23,904	2024
I'm-possible Inc	OK	\$68,790	Executive Di	\$56,790	\$68,863	2023
D&b Affordable Housing Inc	NV	\$68,274	President, Treasurer, Dire	\$12,694	\$13,610	2024
Mosaic Housing Corp Xii	NE	\$68,885	President	\$26,896	\$30,942	2024
Westminsterwashingtonnmtc Inc	MA	\$68,073	Board Member	\$4,648	\$4,352	2025
Home Together Community Housing	MA	\$68,062	Cfo Of Action Inc	\$9,145	\$8,790	2024
Rural Community Improvement Corporation	GA	\$68,048	President	\$3,071	\$3,401	2023
Marsh Island Corporation	ME	\$67,997	Secretary/treasurer	\$35,552	\$37,097	2025
Kalani Mala Inc	HI	\$69,194	Vp/secretary	\$29,184	\$27,948	2024
Westhampton Senior Housing Inc	MA	\$69,323	Executive Director	\$7,138	\$7,353	2022
Escalante Meadows Development Company	CA	\$69,334	Ceo	\$35,624	\$32,903	2024
Centennial Housing Inc	MD	\$69,439	President	\$20,272	\$20,871	2023
Passavant Memorial Homes Vii	PA	\$67,562	Ceo & President	\$36,502	\$38,935	2024
Abilities At Morningside Ii Inc	FL	\$69,616	President/ceo	\$38,173	\$39,491	2023
Westland Community Housing Corporation	MA	\$69,627	President (As Of 8/22/22)	\$2,702	\$2,674	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Services Fourth Housing	NY	\$69,663	Director	\$30,342	\$29,327	2024
Oldetowne Homes Inc	MD	\$67,425	President	\$20,272	\$20,871	2023
Habitat For Humanity Of Jessamine	KY	\$67,405	Director	\$38,100	\$43,783	2024
Catalina Housing Foundation	AZ	\$69,765	President & Ceo	\$8,192	\$8,676	2023
Maxcen Housing Society Inc Kentucky Branch	KY	\$69,790	Ceo	\$5,188	\$5,962	2024
Shalom Apartments Of Federation	PA	\$69,837	Executive Director	\$23,138	\$24,681	2024
Prairie Inn Corporation	ND	\$70,068	Executive Director	\$8,865	\$10,713	2023
Good Shepherd Village Housing	MO	\$70,107	Pfh Ceo	\$270,117	\$315,054	2023
Alternatives Homes 2004 Inc	NJ	\$70,125	Chairperson, Trustee	\$22,000	\$21,010	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 392 organizations. Compensation range \$87–\$315,054; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$68,570); for reference, expenses \$140,441 and assets \$568,988. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Najla Wortham, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	316 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	38 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	41 st

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 (Najla Wortham) 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 13, 2026, comparing compensation against 392 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,605 is reasonable (approximately the 38th 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 13, 2026.