

Hawthorne Supportive Housing Inc

Executive Director / CEO

EIN 201505451
 NJ · NTEE L21
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Kathie Mendez, Executive Director / CEO** (\$25,989) against **every comparable organization** that fit the selection criteria — **198** 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: Kathie Mendez — reported title “SECRETARY/TREASURER”, 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 (L21).
BUDGET	Total revenue between \$145,897 and \$326,637 — 0.67x to 1.50x the subject's \$217,758 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

198 organizations qualified on sector, size, and geography → **198** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,814	\$23,873	\$41,816	\$68,712	\$72,727	\$25,989
---------	----------	----------	----------	----------	----------



■ 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 NJ 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
Margaret Wagner Apartments Inc	OH	\$217,943	President & Ceo	\$29,437	\$34,920	2023
Triple R Community Housing I Inc	AZ	\$217,338	President/ceo	\$3,000	\$3,139	2024
Duluth Supportive Housing Inc	MN	\$216,117	President/tr	\$68,006	\$71,219	2025
Group Homes Of Alabama Voa Elderly	AL	\$216,015	President/ceo	\$53,238	\$60,957	2025
Catalyst Housing Inc	CA	\$214,975	Executive Dir.	\$3,602	\$3,384	2024
Association Properties Inc	MA	\$214,813	President & Ceo	\$7,164	\$7,003	2024
Harbor Homes Ii Inc	NH	\$214,631	President & Ceo (End 10/2022)	\$34,771	\$35,960	2023
The Good Shepherd Housing Development	PA	\$221,076	President & Ceo	\$36,114	\$40,337	2023
Union Seniors Association Inc	CA	\$221,496	President	\$11,850	\$11,132	2024
Park East House Inc	CO	\$213,464	Board President & Ceo Of Mhcd	\$24,467	\$26,277	2023
Network Housing '94 Petzinger Inc	OH	\$222,328	Ceo (Exited 3.24.25)	\$30,598	\$35,256	2024
Ellenburg Housing Development Fund	NY	\$212,855	Manager	\$31,412	\$30,880	2024
Phoenix Pass Inc	GA	\$222,891	Director	\$50,008	\$53,291	2025
Rubicon Homes	CA	\$212,559	Ceo And President	\$10,555	\$9,915	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Poinsett House Senior Housing	SC	\$223,020	Exec Director	\$5,140	\$5,834	2024
Boston Post Road Housing Development Fund	NY	\$223,467	President & Ceo (Thru 4/23)	\$56,332	\$57,013	2023
Ginger Ford Northshore Fuller Center For Housing Inc	LA	\$211,927	Associate Director	\$49,800	\$59,656	2024
Canon Barcus Inc	CA	\$224,718	President	\$43,325	\$40,699	2024
Greater Harrisburg Voa Living Ctr	VA	\$209,995	Asst Sec/ass	\$116,809	\$119,534	2025
Ken-crest Housing Pa 2002 Inc	PA	\$209,574	Ceo	\$29,531	\$32,038	2024
Ken-crest Housing Pennsylvania Inc	PA	\$208,688	Ceo	\$29,531	\$32,038	2024
Community Housing Association Of Dodge	KS	\$208,360	Housing Coordinator	\$24,866	\$30,088	2023
Neider House Ltd	ID	\$207,996	Executive Director	\$16,468	\$19,621	2023
Asi Roseville Inc	MN	\$227,713	President/tr	\$68,006	\$71,219	2025
Rogers Supportive Housing Inc	MN	\$207,613	President/tr	\$68,006	\$71,219	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **198** organizations. Compensation range \$301–\$317,586; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$217,758); for reference, expenses \$237,300 and assets \$2,657,721.
ROLE MATCH	Kathie Mendez, reported title " <i>SECRETARY/TREASURER</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	169 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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)	30 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	29 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 (Kathie Mendez) 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 198 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,989 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.