

Home Partnership Of Cecil County Inc

Executive Director / CEO

EIN 201630777

MD · NTEE L20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Frank Hodgetts, Executive Director / CEO** (\$7,490) against **every comparable organization** that fit the selection criteria — **300** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Frank Hodgetts — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

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

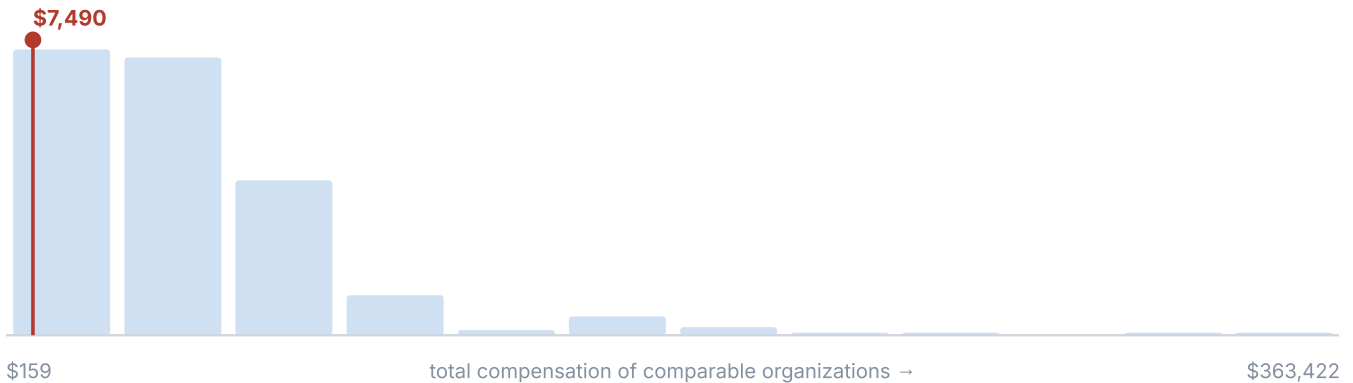
BUDGET Total revenue between \$255,692 and \$572,445 — 0.67x to 1.50x the subject's \$381,630 (the band tightens as size grows).

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

300 organizations qualified on sector, size, and geography

→ **300** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$159

total compensation of comparable organizations →

\$363,422

\$10,296

\$21,202

\$41,729

\$63,040

\$94,030

\$7,490



■ 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
Santa Barbara Housing Assistance Co	CA	\$381,772	Director/pre	\$22,000	\$19,737	2024
Providence Dethman House	WA	\$381,831	President & Treasurer	\$390,705	\$363,422	2024
St Peters Supportive Housing Inc	CA	\$382,447	Executive Dir.	\$13,111	\$12,110	2023
Islesboro Affordable Property	ME	\$382,599	Executive Direc	\$52,000	\$55,695	2023
Quadraplex Housing Inc	MA	\$380,340	Chief Executive Officer	\$39,656	\$37,023	2024
Inclusive Communities Project	TX	\$380,137	Executive Dir.	\$153,282	\$159,300	2024
United Church Residences Of Fredonia New York	OH	\$383,310	Treasury	\$50,772	\$55,869	2024
East Lake Housing Corporation	GA	\$379,803	Treasurer	\$28,903	\$31,085	2023
North Grand Neighborhood Services	MO	\$379,717	Director	\$34,700	\$37,200	2025
United Church Residences Of Immokalee	OH	\$379,617	Treasurer	\$50,772	\$55,869	2024
Vermont Village Community Development Corp Inc	CA	\$383,744	Executive Director	\$84,725	\$78,254	2023
Restoration Community Development Corporation	CA	\$379,048	Executive Director	\$20,689	\$19,109	2023
North Florida Educational Development Corporation	FL	\$385,000	Executive Director	\$28,000	\$28,135	2023
Quest Village Iii Of Georgia Inc	GA	\$385,170	President & Ceo	\$6,326	\$6,804	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Montello Welcome Home Again Inc	MA	\$377,754	President & Ceo	\$42,027	\$40,396	2023
Preble Co Habitat For Humanity Inc	OH	\$377,563	Executive Di	\$59,521	\$67,431	2023
573 Warren Street Housing	NY	\$385,815	Secretary	\$13,130	\$12,326	2024
Nairobi Housing Inc	CA	\$376,230	Evp/cfo	\$120,262	\$107,890	2024
The Salvation Army Puyallup Residences Inc	CA	\$376,169	President	\$32,694	\$30,197	2023
Community Alliance Housing Corporation I	NE	\$387,633	President & Ceo	\$38,477	\$42,995	2024
Incommon Housing Development Corporation	NE	\$375,408	Project Manager	\$98,214	\$109,748	2024
Islandview Housing Development Fund	NY	\$388,257	Cfo	\$23,006	\$22,236	2023
Riverview St Mary's Inc	CO	\$374,803	Director	\$34,463	\$35,347	2023
Maple Lake Housing Development	MN	\$388,700	Manager	\$41,592	\$42,698	2024
Caring Plus Home Services Inc	FL	\$373,773	Director	\$101,000	\$98,576	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 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 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 **300** organizations. Compensation range \$159–\$363,422; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$381,630); for reference, expenses \$474,046 and assets \$8,570,823.
ROLE MATCH	Frank Hodgetts, reported title " <i>President & CEO</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	15 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	7 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	36 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 (Frank Hodgetts) 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 300 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,490 is reasonable (approximately the 7th 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.