

Hammonton Revitalization Corporation

Executive Director / CEO

EIN 222583099

NJ · NTEE S20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Iacovelli, Executive Director / CEO** (\$46,687) against **every comparable organization** that fit the selection criteria — **214** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

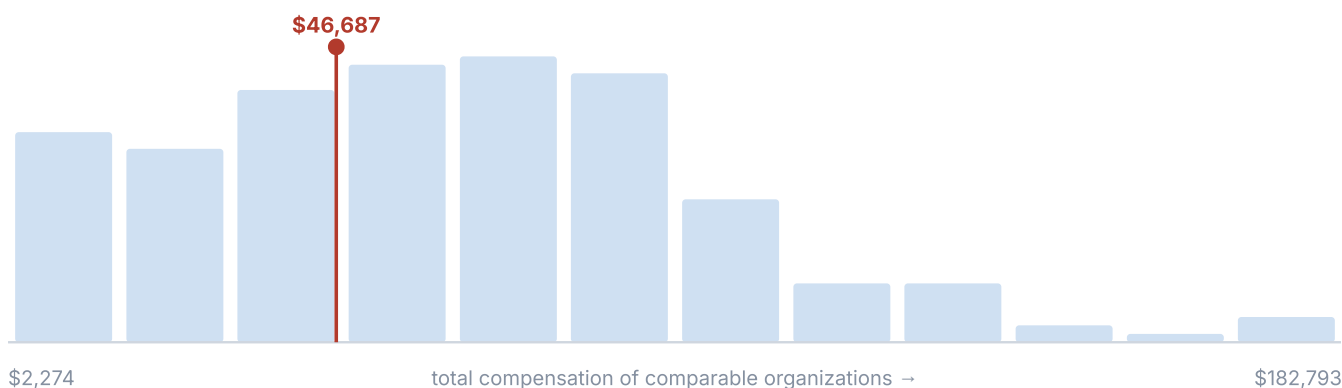
Benchmarked executive: Kathleen Iacovelli — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

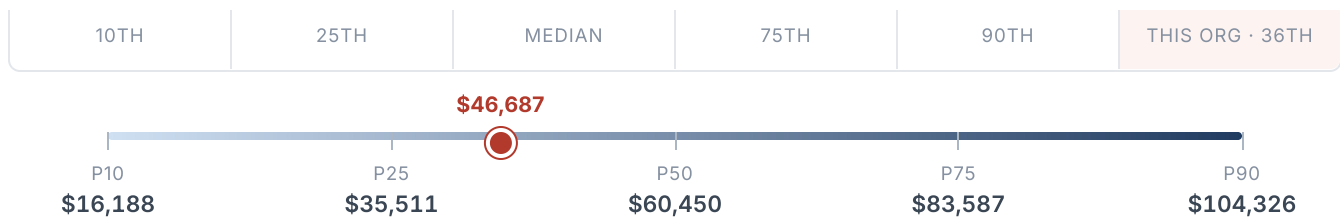
SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$135,153 and \$302,583 — 0.67x to 1.50x the subject's \$201,722 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

214 organizations qualified on sector, size, and geography → **214** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,188	\$35,511	\$60,450	\$83,587	\$104,326	\$46,687
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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 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
Downtown Gadsden Inc	AL	\$201,684	Executive Director	\$82,885	\$100,291	2023
Southeast Fairfax Development Corp	VA	\$201,486	Executive Dir.	\$116,143	\$121,997	2024
Pan American Concerned Citizens Action League Inc	NJ	\$202,484	Executive Director	\$84,618	\$82,190	2024
Loiter	OH	\$200,696	Cofounder	\$26,884	\$33,199	2022
New Consensus	DC	\$200,567	Executive Director	\$179,707	\$176,625	2023
Three Squares Main Street Jp Inc	MA	\$200,480	Executive Director	\$75,445	\$75,933	2023
The Mindful Group Inc	WI	\$200,000	Director	\$20,000	\$22,723	2024
Delta Foundation Inc	MS	\$203,948	Chariman & President	\$37,954	\$47,345	2023
The Macatawa Resource Center	MI	\$203,954	Executive Dir.	\$33,277	\$37,366	2024
Friends Of Panthertown Inc	NC	\$204,230	Executive Di	\$53,869	\$62,341	2023
Savannah Waterfront Association	GA	\$204,437	Executive Di	\$116,600	\$131,311	2023
A Greater Good	IN	\$204,813	President	\$35,366	\$41,772	2023
The Camden Collective	MN	\$205,418	Executive Director	\$60,238	\$64,753	2024
Peak Literacy Inc	FL	\$205,439	Executive Director	\$67,319	\$68,800	2024
The Community Development Society	MO	\$197,498	Executive Director	\$84,587	\$97,464	2024
Providence Resilience Partnership Inc	RI	\$206,200	Executive Director	\$130,000	\$135,609	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Faith Coalition For The Common	IL	\$196,683	Executive Di	\$87,917	\$94,029	2024
Jeffersonville Main Street Inc	IN	\$196,383	Executive Director	\$76,135	\$87,346	2024
Centro Nazareno De Compasion Agape Inc	MN	\$195,549	Principal	\$37,837	\$39,625	2025
Chicago Housing Consulting Services Inc	IL	\$195,510	Director	\$45,067	\$48,200	2024
Discover Downtown Franklin Inc	IN	\$207,997	Former Executive Director	\$37,798	\$44,644	2023
Jackson Metro Sponsoring Committee-worki	MS	\$208,127	Lead Organizer	\$110,175	\$137,435	2023
Springboard Incubators Inc	NY	\$208,632	President/ceo	\$10,640	\$10,460	2024
Jacksonville Main Street	IL	\$193,806	Executive Director	\$36,984	\$40,724	2023
Schenectady Greenmarket Inc	NY	\$193,489	Executive Director	\$29,120	\$29,472	2023

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	214 organizations. Compensation range \$2,274–\$182,793; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$201,722); for reference, expenses \$171,344 and assets \$507,419.
ROLE MATCH	Kathleen Iacovelli, reported title " <i>DIRECTOR</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 15 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	36 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	32 nd

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 Iacovelli) 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 214 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,687 is reasonable (approximately the 36th 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.