

Snyder-union-northumberland Habitat

Executive Director / CEO

EIN 232672814
 PA · NTEE L20Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Jay Helmer, Executive Director / CEO** (\$14,127) against **every comparable organization** that fit the selection criteria — **302** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Jay Helmer — reported title “PRIOR DEV. O”, 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 (L20Z).
BUDGET	Total revenue between \$200,878 and \$449,728 — 0.67x to 1.50x the subject's \$299,819 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

302 organizations qualified on sector, size, and geography → **302** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$8,421	\$18,589	\$37,429	\$60,143	\$83,418	\$14,127
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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 PA 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
Deaf-reach Housing Inc	DC	\$299,051	Executive Director	\$84,137	\$76,224	2023
Cdla Inc	CA	\$298,739	President	\$43,669	\$38,930	2023
Pinellas Property Management Compan	FL	\$301,359	Secretary	\$51,613	\$50,058	2023
Vista Affordable Housing	MI	\$302,533	President - Vah, Director	\$22,630	\$24,114	2023
Clinton House Nonprofit Housing	MI	\$302,831	Top Management Official	\$17,610	\$18,227	2024
United Church Residences Of Brilliant	OH	\$303,267	Treasurer	\$34,230	\$37,429	2023
Sunshine Community Housing	FL	\$296,255	President	\$68,786	\$64,798	2024
Choices Inc	KY	\$296,001	Exec. Dir /	\$72,000	\$77,569	2024
Rejuvenated Life Inc	TX	\$295,537	Executive Dir.	\$39,000	\$39,120	2024
Self-help Housing Corporation Of	HI	\$304,128	Executive Director	\$195,734	\$175,728	2024
Robbins Way Senior Housing	MN	\$304,582	Executive Vice President	\$18,918	\$19,299	2023
Operation Tiny Home	OR	\$305,192	Executive Director	\$29,330	\$26,609	2025
Affordable Housing First Corp	FL	\$306,100	President	\$7,500	\$7,065	2024
Mid-peninsula Colma Ridge Inc	CA	\$293,405	Cfo / Assistant Secretary	\$77,467	\$67,078	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nautical Affordable Housing Inc	TX	\$306,354	Executive Di	\$233,050	\$233,769	2024
Fulton Gardens li Corporation	TX	\$306,407	President	\$13,180	\$13,221	2024
Martin Luther King Housing Development Association	WA	\$306,914	Interim Executive Director	\$78,000	\$70,028	2024
Abundant Life Community Development	NJ	\$292,154	Director	\$18,000	\$16,592	2023
South Windham Housing Corporation	ME	\$291,600	President	\$45,000	\$46,520	2023
Mckeesport Presbyterian Senior Housing	PA	\$291,570	Director And President	\$37,604	\$37,604	2024
Loretto O'brien Road Housing Development	NY	\$291,519	Chairperson	\$27,907	\$24,636	2025
Church Street Housing Inc	CA	\$290,424	President	\$45,067	\$39,023	2024
Better Homes Inc	PA	\$290,196	Executive Di	\$69,418	\$71,468	2023
Twin Pines Apartments Inc	ID	\$310,754	Chief Executive Officer	\$6,686	\$7,132	2024
Rainbow Horizons	CA	\$311,306	President & Ceo Of New Horizons	\$8,068	\$7,192	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **302** organizations. Compensation range \$153–\$350,771; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$299,819); for reference, expenses \$237,602 and assets \$993,707.
ROLE MATCH	Jay Helmer, reported title " <i>PRIOR DEV. O</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	193 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	4 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 (Jay Helmer) 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 302 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,127 is reasonable (approximately the 16th 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.