

Ashmore Homes Inc

Executive Director / CEO

EIN 261782515

MD · NTEE L20

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Susanne Sinclair-smith, Executive Director / CEO** (\$7,418) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Susanne Sinclair-smith — reported title “CHAIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

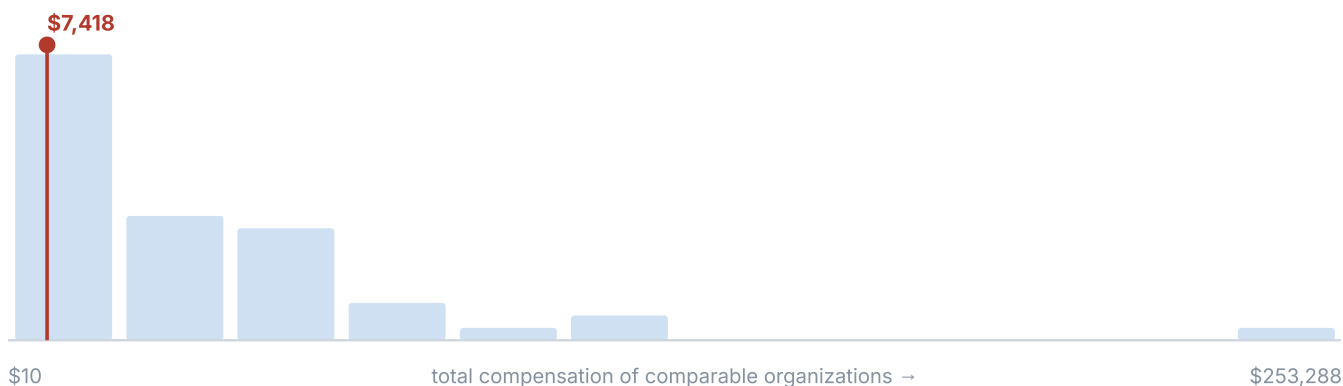
SECTOR Organizations sharing the subject's NTEE classification (L20).

BUDGET Total revenue between \$21,061 and \$47,152 — 0.67x to 1.50x the subject's \$31,435 (the band tightens as size grows).

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

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,174	\$11,112	\$24,007	\$54,859	\$69,497	\$7,418
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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
Mp St Matthew Inc	CA	\$31,437	Cfo / Assistant Secretary	\$77,467	\$69,497	2024
Independence Iv Inc	NJ	\$31,417	President	\$59,141	\$54,859	2024
Lifetime Housing Development Corporation	NY	\$31,753	President & Ceo	\$19,027	\$17,863	2024
Rotary Valley Inc	CA	\$32,377	Evp/cfo	\$120,262	\$107,890	2024
Center For Housing Resources	TX	\$33,160	Executive Dir.	\$86,029	\$89,407	2024
Fswp-gl V Inc	PA	\$33,611	Ceo	\$28,093	\$29,966	2023
Somersworth Community Development	NH	\$33,722	Member	\$10	\$10	2024
Alaw Ogden Gardens Inc	PA	\$33,948	Director Of Construction	\$13,787	\$14,706	2023
Hba Charitable & Educational	MI	\$34,044	Executive Officer	\$7,030	\$7,538	2024
Partnership Housing Inc	CA	\$34,591	Chief Executive Officer	\$12,105	\$11,180	2023
Southwest Neighborhood Housing Corp	CO	\$34,711	Executive Director	\$8,935	\$8,902	2024
Chynoweth Housing Inc	CA	\$27,995	President	\$41,962	\$38,757	2023
Fellowship Realty Corp Of Massachusetts Inc	RI	\$35,635	President	\$45,988	\$47,167	2023
Habitat For Humanity Of Cherokee	SC	\$26,835	Executive Di	\$5,090	\$5,517	2024
Race Housing Corporation	OH	\$26,596	Ceo	\$14,293	\$15,728	2024
Southstar Deborah House	IL	\$37,042	President/ceo	\$9,230	\$9,706	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mid-peninsula Holy Family Corporation	CA	\$25,813	Cfo / Assistant Secretary	\$77,467	\$69,497	2024
Beam Homes Inc	MD	\$25,678	President	\$20,272	\$20,272	2023
Housing Works 220 Hull Housing	NY	\$37,220	Secretary	\$27,348	\$26,433	2023
New Americans Community Development	MA	\$37,548	President	\$30,141	\$28,971	2023
Court Street Village Non-profit Housing Corporation	MI	\$37,609	Executive Director	\$55,000	\$60,722	2023
Independence li Inc	NJ	\$37,680	President	\$59,141	\$54,859	2024
Prebleway I Inc	OH	\$37,734	President/ceo	\$10,071	\$11,082	2024
W A F A	WA	\$25,054	Executive Director	\$15,800	\$15,131	2023
Pathstone Alliance For Better Housing	PA	\$24,967	President	\$2,614	\$2,708	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	49 organizations. Compensation range \$10–\$253,288; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$31,435); for reference, expenses \$176,289 and assets \$768,473. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Susanne Sinclair-smith, reported title " <i>CHAIR</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	41 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	12 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	37 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 (Susanne Sinclair-smith) 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 10, 2026, comparing compensation against 49 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,418 is reasonable (approximately the 12th 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 10, 2026.