

Leeway-welton Housing Corporation

Executive Director / CEO

EIN 263100297
 CT · NTEE L24
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Jay Katz, Executive Director / CEO** (\$56,722) against **every comparable organization** that fit the selection criteria — **1085** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Jay Katz — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

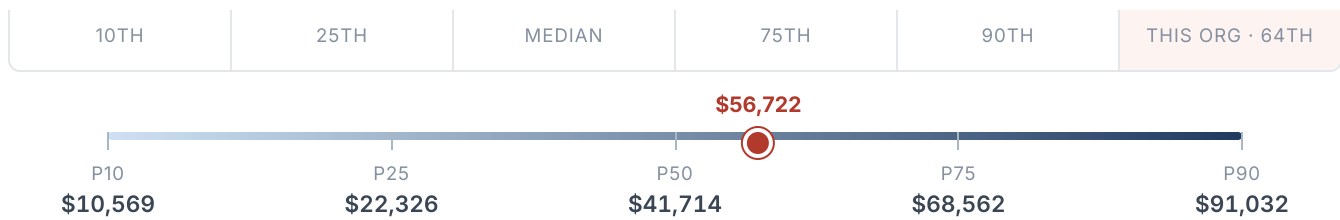
SECTOR	Organizations sharing the subject's NTEE classification (L24).
BUDGET	Total revenue between \$176,922 and \$396,096 — 0.67x to 1.50x the subject's \$264,064 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

1,085 organizations qualified on sector, size, and geography → **1,085** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,569	\$22,326	\$41,714	\$68,562	\$91,032	\$56,722
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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 CT 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
Journey Home Inc	VA	\$264,064	Operations Director And Board Director	\$27,115	\$28,748	2023
Snhs Greenfield Elderly Housing Inc	NH	\$264,067	Treasurer	\$53,564	\$51,390	2025
Madison Street Housing Development	NY	\$264,150	President/ed	\$61,872	\$59,629	2024
Casa Del Pueblo Ii	AZ	\$264,158	President	\$12,660	\$12,986	2024
Helping Hands United Incorporated	CA	\$264,244	President & Ceo	\$4,300	\$3,960	2024
Minnehaha County Supportive Housing	MN	\$264,357	President/tr	\$65,715	\$71,300	2023
New Dimensions In Recovery Inc	AZ	\$264,532	Executive Director	\$82,011	\$86,604	2023
Wesley Asi Of Northern Virginia	VA	\$263,556	Secretary	\$28,094	\$28,931	2024
Freedom House Inc	PA	\$263,505	Executive Di	\$32,329	\$34,385	2024
Hart Residences Inc	CT	\$263,431	Executive Di	\$11,320	\$11,654	2023
Columbian Retirement Home Inc	CA	\$263,370	President/treasurer	\$8,000	\$7,585	2023
Mill Creek Apartments	CA	\$263,192	Secretary/treasurer	\$39,437	\$36,320	2024
Elli's House	MI	\$264,991	Executive Di	\$55,650	\$63,072	2023
Wayward Homes Inc	GA	\$265,222	Chairman	\$15,957	\$17,617	2023
Pierce County Affordable Housing	WA	\$262,425	Agency Director	\$29,176	\$28,683	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Liberty Hill Redevelopment Group	SC	\$262,380	Operations Director	\$55,189	\$63,220	2023
Independent Living Horizons Nine Inc	GA	\$265,847	President/ceo	\$21,151	\$23,352	2023
Janua Coeli Inc	FL	\$262,251	Vice President	\$30,960	\$31,020	2024
Charlottesville Public Housing	VA	\$266,067	Board Member	\$2,798	\$2,967	2023
Chambersburg Housing Inc	PA	\$266,072	Interim President/ceo	\$17,059	\$18,144	2024
Stop It Now Inc	MA	\$262,040	President/ceo	\$32,663	\$32,229	2023
Plaza Del Sol Manor Inc	CO	\$261,876	Executive Dir.	\$34,362	\$35,141	2024
Covenant International Foundation	NY	\$266,283	President & Ceo As Of Feb 2023	\$37,308	\$37,018	2023
Our Casas Resident Council Incorporated	TX	\$261,827	Executive Director	\$40,010	\$43,947	2023
Homeownership Education Resource	SD	\$261,695	Executive Di	\$18,097	\$21,301	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 **1085** organizations. Compensation range \$163–\$510,888; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$264,064); for reference, expenses \$322,955 and assets \$2,277,731.

ROLE MATCH	Jay Katz, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	650 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	42 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	64 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	57 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 Katz) 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 1085 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,722 is reasonable (approximately the 64th 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.