

# Leeway-putnam Housing Corporation

Executive Director / CEO

EIN 263100372  
 CT · NTEE L21  
 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 — **205** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75<sup>th</sup>** percentile of comparable organizations within the typical range

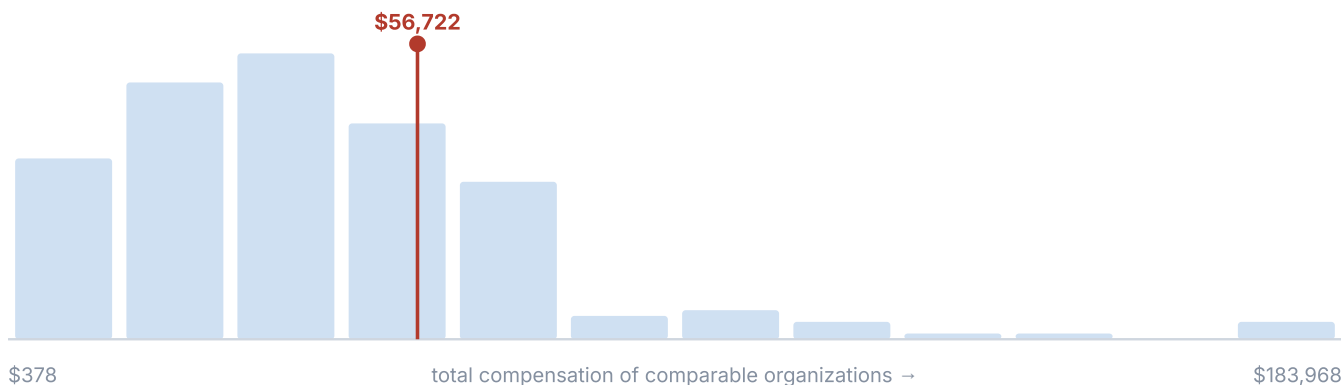
**Benchmarked executive:** Jay Katz — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$183,926 and \$411,775 — 0.67x to 1.50x the subject's \$274,517 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

**205** organizations qualified on sector, size, and geography → **205** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,644	\$22,930	\$39,545	\$57,354	\$71,300	\$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
<a href="#">Grandview Second Corporation</a>	RI	\$273,292	President - Trustee	\$83,575	<b>\$85,471</b>	2024
<a href="#">Snhs Ashland Elderly Housing Inc</a>	NH	\$272,981	Treasurer	\$53,564	<b>\$51,390</b>	2025
<a href="#">Fields Corner Housing Corporation</a>	MA	\$276,402	Executive Director	\$3,850	<b>\$3,690</b>	2024
<a href="#">Tb Housing Development Fund Company Inc</a>	NY	\$276,508	Cfo	\$23,006	<b>\$22,827</b>	2023
<a href="#">Jewish Community Housing Inc</a>	OH	\$278,174	Assistant Treasurer Until 7/27/2022	\$40,331	<b>\$46,904</b>	2023
<a href="#">Oaklawn Apartments Inc</a>	IN	\$278,851	President & Ceo	\$52,409	<b>\$58,946</b>	2024
<a href="#">Carolina Senior Living</a>	NC	\$269,564	President/ceo	\$48,900	<b>\$53,889</b>	2024
<a href="#">Plazas De Merced</a>	CO	\$269,480	Vice President	\$34,402	<b>\$36,221</b>	2023
<a href="#">Lupine Housing Inc</a>	CA	\$279,929	Executive Dir.	\$3,602	<b>\$3,317</b>	2024
<a href="#">Our Neighbors Inc</a>	NC	\$268,874	Executive Dir.	\$39,000	<b>\$41,871</b>	2025
<a href="#">Common Ground Development</a>	MA	\$280,360	Vice Preside	\$30,745	<b>\$29,466</b>	2024
<a href="#">1850 North Croskey Development</a>	PA	\$280,632	President	\$62,690	<b>\$68,646</b>	2023
<a href="#">Snhs Elderly Housing V Inc</a>	NH	\$268,258	Treasurer	\$53,564	<b>\$51,390</b>	2025
<a href="#">Asi Kansas City Inc</a>	MN	\$282,961	President/tr	\$68,006	<b>\$69,822</b>	2025
<a href="#">Pleasant Street Housing Inc</a>	ME	\$283,651	Executive Director	\$6,474	<b>\$6,736</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Minnehaha County Supportive Housing</a>	MN	\$264,357	President/tr	\$65,715	<b>\$71,300</b>	2023
<a href="#">Hart Residences Inc</a>	CT	\$263,431	Executive Di	\$11,320	<b>\$11,654</b>	2023
<a href="#">Plaza Del Sol Manor Inc</a>	CO	\$261,876	Executive Dir.	\$34,362	<b>\$35,141</b>	2024
<a href="#">Naomi</a>	WA	\$287,698	Executive Di	\$70,723	<b>\$67,532</b>	2024
<a href="#">Redmond Elderly Housing Association</a>	WA	\$288,174	President Of Ccs/chs & Ex-officio	\$47,074	<b>\$46,277</b>	2023
<a href="#">Eliza Johnson Center For The Aging</a>	TX	\$289,575	Chairman	\$1,200	<b>\$1,318</b>	2023
<a href="#">West Central Missouri Oaktree Villa</a>	MO	\$259,046	Chief Executive Officer	\$24,797	<b>\$27,290</b>	2025
<a href="#">The Crossings Of Amelia Inc</a>	OH	\$258,565	Chief Executive Officer	\$8,517	<b>\$9,621</b>	2024
<a href="#">Edith Street Apartments Inc</a>	CA	\$257,405	Former Exec Dir	\$15,870	<b>\$15,048</b>	2023
<a href="#">Lytle Trace Inc</a>	OH	\$293,086	Chief Executive Officer	\$8,517	<b>\$9,621</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 205 organizations. Compensation range \$378–\$183,968; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$274,517); for reference, expenses \$459,749 and assets \$2,923,684. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Jay Katz, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	175 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	8 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	75 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	39 <sup>th</sup>

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 205 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,722 is reasonable (approximately the 75<sup>th</sup> 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.