

Ginger Ford Northshore Fuller Center For Housing Inc

Executive Director / CEO

EIN 264235331

LA · NTEE L21

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **April Hayden, Executive Director / CEO** (\$49,800) against **every comparable organization** that fit the selection criteria — **199** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

Benchmarked executive: April Hayden — reported title “Associate 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 (L21).
BUDGET	Total revenue between \$141,991 and \$317,890 — 0.67x to 1.50x the subject's \$211,927 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

199 organizations qualified on sector, size, and geography → **199** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,192 10TH	\$19,705 25TH	\$33,673 MEDIAN	\$53,008 75TH	\$60,712 90TH	\$49,800 THIS ORG · 72ND
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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 LA 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
Rubicon Homes	CA	\$212,559	Ceo And President	\$10,555	\$8,277	2024
Ellenburg Housing Development Fund	NY	\$212,855	Manager	\$31,412	\$25,778	2024
Park East House Inc	CO	\$213,464	Board President & Ceo Of Mhcd	\$24,467	\$21,936	2023
Greater Harrisburg Voa Living Ctr	VA	\$209,995	Asst Sec/ass	\$116,809	\$99,785	2025
Ken-crest Housing Pa 2002 Inc	PA	\$209,574	Ceo	\$29,531	\$26,744	2024
Harbor Homes Ii Inc	NH	\$214,631	President & Ceo (End 10/2022)	\$34,771	\$30,019	2023
Association Properties Inc	MA	\$214,813	President & Ceo	\$7,164	\$5,846	2024
Catalyst Housing Inc	CA	\$214,975	Executive Dir.	\$3,602	\$2,825	2024
Ken-crest Housing Pennsylvania Inc	PA	\$208,688	Ceo	\$29,531	\$26,744	2024
Community Housing Association Of Dodge	KS	\$208,360	Housing Coordinator	\$24,866	\$25,116	2023
Neider House Ltd	ID	\$207,996	Executive Director	\$16,468	\$16,379	2023
Group Homes Of Alabama Voa Elderly	AL	\$216,015	President/ceo	\$53,238	\$50,886	2025
Duluth Supportive Housing Inc	MN	\$216,117	President/tr	\$68,006	\$59,453	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rogers Supportive Housing Inc	MN	\$207,613	President/tr	\$68,006	\$59,453	2025
Cpnj Plainfield Residence li Inc	NJ	\$206,584	Ceo - President	\$17,303	\$14,444	2023
Snhs Elderly Housing X Inc	NH	\$206,533	Treasurer	\$53,564	\$43,758	2025
Triple R Community Housing I Inc	AZ	\$217,338	President/ceo	\$3,000	\$2,620	2024
Hawthorne Supportive Housing Inc	NJ	\$217,758	Secretary/treasurer	\$25,989	\$21,696	2023
Margaret Wagner Apartments Inc	OH	\$217,943	President & Ceo	\$29,437	\$29,151	2023
Chesapeake Supportive Housing Inc	MN	\$205,589	President/tr	\$65,715	\$60,712	2023
Connection Fund - Jefferson Inc	CT	\$204,610	Ceo	\$35,690	\$31,287	2023
Sheltering Tree Housing Corporation	NE	\$204,267	Executive Director	\$6,730	\$6,574	2024
Garden Court	WA	\$203,767	President	\$22,967	\$18,674	2024
Shelbourne Supportive Housing Inc	MN	\$203,633	President/tr	\$68,006	\$59,453	2025
The Good Shepherd Housing Development	PA	\$221,076	President & Ceo	\$36,114	\$33,673	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	199 organizations. Compensation range \$251–\$265,116; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$211,927); for reference, expenses \$233,912 and assets \$1,759,756.
ROLE MATCH	April Hayden, reported title "Associate Director", 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	170 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	72 nd
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	12 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 (April Hayden) 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 199 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$49,800 is reasonable (approximately the 72nd 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.