

Ashlawn View Inc

Executive Director / CEO

EIN 273630759

VA · NTEE L21

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **James F Bebeau Lpc, Executive Director / CEO** (\$57,939) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: James F Bebeau Lpc — 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).

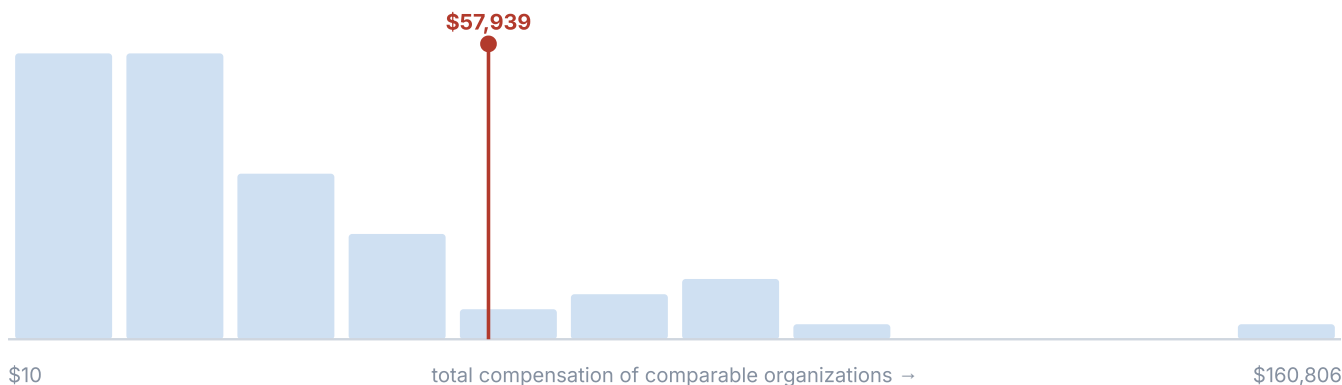
BUDGET Total revenue between \$16,565 and \$37,087 — 0.67x to 1.50x the subject's \$24,725 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography

→ **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,917

\$10,793

\$23,212

\$43,839

\$67,552

\$57,939



■ 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 VA 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
Newbridge Housing li Inc	NJ	\$24,757	Ceo	\$11,980	\$10,760	2024
Independence lii Inc	NJ	\$24,667	President	\$59,141	\$53,119	2024
Pathstone Alliance For Better Housing	PA	\$24,967	President	\$2,614	\$2,622	2024
W A F A	WA	\$25,054	Executive Director	\$15,800	\$14,651	2023
George A And Angela G Paterakis	IL	\$25,225	Garcc - Chief Financial Officer	\$16,840	\$16,655	2024
Atlanta Affordable Housing For The	GA	\$25,380	President & Ceo	\$84,307	\$87,794	2023
East Austin Conservancy	TX	\$25,383	Executive Director	\$90,787	\$91,357	2024
Kendal At Ventura	CA	\$23,968	Ceo	\$23,179	\$20,135	2024
Beam Homes Inc	MD	\$25,678	President	\$20,272	\$19,629	2023
Mid-peninsula Holy Family Corporation	CA	\$25,813	Cfo / Assistant Secretary	\$77,467	\$67,292	2024
Good Deeds And Good Seeds	TX	\$23,615	President	\$4,800	\$4,830	2024
Piney Ridge Apartments Corporation	VA	\$23,436	Executive Director	\$57,939	\$57,939	2023
Salt & Light Housing I Inc	NJ	\$23,305	President	\$59,141	\$53,119	2024
Clc Fund For The Disabled Inc	NY	\$22,955	Ceo (Through 9/30/2024)	\$19,131	\$17,390	2024
Polaris Endeavors Inc	FL	\$22,932	Ceo/secretary	\$29,980	\$28,332	2024
Race Housing Corporation	OH	\$26,596	Ceo	\$14,293	\$15,229	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tarheel Regional Community Development Corporation	NC	\$22,625	President	\$12,000	\$12,842	2023
Habitat For Humanity Of Cherokee	SC	\$26,835	Executive Di	\$5,090	\$5,342	2024
Elks National Home And Retirement Center	IL	\$22,052	Grand Secretary	\$21,257	\$21,023	2024
Porchlight Foundation Inc	WI	\$21,976	Secretary	\$30,000	\$32,449	2023
Boston Homeowner Services Collaborative	MA	\$21,771	Chief Executive Officer	\$39,784	\$37,026	2023
Bluegrass Village Inc	KY	\$27,694	Cfo	\$46,218	\$49,952	2024
Stuart Retirement Homes Inc	IA	\$21,532	President	\$728	\$802	2024
Miriam And Robert M Rieder House Inc	PA	\$21,471	Executive Director	\$23,138	\$23,212	2024
Chynoweth Housing Inc	CA	\$27,995	President	\$41,962	\$37,527	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	67 organizations. Compensation range \$10–\$160,806; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$24,725); for reference, expenses \$36,182 and assets \$478,262. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	James F Bebeau Lpc, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	84 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	66 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 (James F Bebeau Lpc) 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 67 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,939 is reasonable (approximately the 84th 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.