

Changing The World Inc

Executive Director / CEO

EIN 311732917

PA · NTEE L20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Mazzant, Executive Director / CEO** (\$23,350) against **every comparable organization** that fit the selection criteria — **234** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

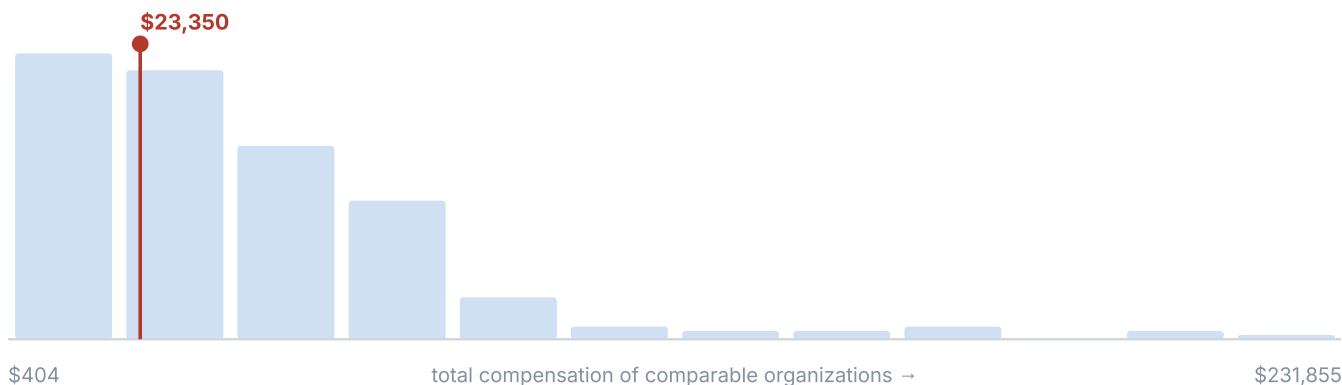
Benchmarked executive: Robert Mazzant — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$114,618 and \$256,609 — 0.67x to 1.50x the subject's \$171,073 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

234 organizations qualified on sector, size, and geography → **234** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,711	\$16,492	\$35,205	\$56,390	\$75,967	\$23,350
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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 PA 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
Loretto Apartments At O'brien Road	NY	\$171,702	Chairperson	\$27,907	\$25,287	2024
Margaret Bock Housing	IA	\$169,941	Board Member	\$43,492	\$47,753	2024
Vernon Street Housing Inc	CA	\$169,826	Ceo	\$47,732	\$42,552	2023
Waynedale Apartments Inc	IN	\$172,672	President	\$44,374	\$46,925	2024
Hale Ulu Hoi Iii	HI	\$173,655	President And Ceo	\$7,224	\$6,677	2023
Sanders County Community Housing Organization	MT	\$168,172	Exective Director	\$33,168	\$35,852	2024
Rome Apartments Inc	FL	\$174,060	Ceo	\$38,719	\$36,474	2024
Rejuvenate Housing Inc	IA	\$167,696	Executive Dir	\$12,500	\$13,725	2024
Home For A Home	CA	\$167,690	Executive Dir.	\$77,700	\$69,267	2023
Tiny Hope Village	TX	\$167,165	Executive Director	\$52,780	\$52,943	2024
Bailey Holt House Housing Development	NY	\$167,092	Member	\$29,779	\$27,781	2023
Nonprofit Housing Corporation	TN	\$175,213	President & Executive Director	\$120,000	\$130,222	2023
Accessible Country Trail Ii Inc	OH	\$175,279	Executive Director	\$6,211	\$6,791	2023
Hope House Iii Inc	MA	\$166,386	President, Ceo	\$31,555	\$28,434	2024
385 Third Avenue Housing Development	NY	\$166,146	Ceo	\$60,217	\$56,177	2023
American Housing Preservation Inc	OR	\$165,794	President	\$77,652	\$72,312	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Allies Homes 2009 Inc	NJ	\$176,500	Chief Executive Officer	\$29,476	\$26,390	2024
Jfm No 3 Corp	ME	\$165,623	Ceo	\$14,253	\$13,943	2025
Heavenly Grace Assistant Livin	MD	\$165,210	President	\$55,700	\$53,761	2023
Bvarc Housing	RI	\$165,091	Chief Executive Officer	\$223,152	\$209,038	2025
Good Samaritan Society Inc	SD	\$177,099	President & Ceo	\$143,523	\$163,528	2023
Mark Lane Housing Corp	CT	\$164,496	President	\$10,337	\$9,719	2024
Housing Opportunities Team	OR	\$164,319	Secretary	\$15,525	\$14,885	2023
Niagara Village Housing Development Fund	NY	\$177,900	Cfo	\$23,006	\$21,463	2023
Minnesota American Indian Chamber Of	MN	\$163,730	Interim Executive Director	\$44,215	\$43,811	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 234 organizations. Compensation range \$404–\$231,855; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$171,073); for reference, expenses \$158,286 and assets \$545,375.

ROLE MATCH Robert Mazzant, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	157 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	34 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	10 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 (Robert Mazzant) 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 234 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,350 is reasonable (approximately the 34th 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.