

# Athens Housing Redevelopment Inc

Executive Director / CEO

EIN 320383573

GA · NTEE L20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **J Richard Parker II, Executive Director / CEO** (\$2,210) against **every comparable organization** that fit the selection criteria — **287** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 1<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** J Richard Parker II — reported title "FORMER PRESI", 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 (L20).
BUDGET	Total revenue between \$268,011 and \$600,025 — 0.67x to 1.50x the subject's \$400,017 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

**287** organizations qualified on sector, size, and geography → **287** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$147

total compensation of comparable organizations →

\$337,912

\$9,290

\$18,472

\$39,978

\$58,933

\$87,916

\$2,210



## ■ 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 GA 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="#">Amistad Housing Development</a>	TX	\$400,158	Executive Di	\$41,666	<b>\$40,263</b>	2024
<a href="#">Christian Care Mesa Iii</a>	AZ	\$398,497	President/ceo	\$78,149	<b>\$72,603</b>	2024
<a href="#">Gobuildlove Inc</a>	FL	\$401,638	Executive Director	\$61,490	<b>\$55,802</b>	2024
<a href="#">United Church Residences Of Corinth Mississippi Inc</a>	OH	\$397,854	Treasurer	\$34,230	<b>\$36,057</b>	2023
<a href="#">Aspire Indiana Housing Inc</a>	IN	\$397,799	President/ceo	\$55,402	<b>\$58,106</b>	2023
<a href="#">Lighthouse Living Centers No 2 Inc</a>	TX	\$397,478	President	\$24,213	<b>\$24,088</b>	2023
<a href="#">Housing Opportunities Inc</a>	PA	\$403,498	Executive Director	\$54,580	<b>\$52,579</b>	2024
<a href="#">Northwest Chicago Group Homes Inc</a>	IL	\$404,746	Ceo	\$54,780	<b>\$50,684</b>	2025
<a href="#">Nassausuffolk Partnership Housing</a>	NY	\$394,170	Exec. Vp/coo	\$66,592	<b>\$58,129</b>	2024
<a href="#">Community Development Coalition Corporation</a>	FL	\$394,120	Chief Executive Officer	\$119,818	<b>\$111,946</b>	2023
<a href="#">Lighthouse Living Centers Inc</a>	TX	\$394,064	President	\$24,213	<b>\$24,088</b>	2023
<a href="#">Williamsburg Area Improved Dwellings Inc</a>	PA	\$393,059	Manager	\$47,544	<b>\$45,801</b>	2024
<a href="#">Lw Fraser Independent Living Project</a>	MN	\$407,758	Ceo/secretary	\$25,655	<b>\$24,488</b>	2024
<a href="#">Cedar Development Inc</a>	OH	\$391,101	Executive Director	\$66,000	<b>\$67,528</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Village Gardens Rhf Housing Inc</a>	CA	\$408,945	President/ceo	\$68,128	<b>\$56,829</b>	2024
<a href="#">Rockvale Community Housing Corporation</a>	MA	\$390,318	Chief Executive Officer	\$18,350	<b>\$16,400</b>	2023
<a href="#">Lutheran Social Services Of Central Ohio</a>	OH	\$411,213	President & Ceo	\$9,088	<b>\$9,573</b>	2023
<a href="#">Maple Lake Housing Development</a>	MN	\$388,700	Manager	\$41,592	<b>\$39,701</b>	2024
<a href="#">Princeton Ministries 4 Inc</a>	CO	\$411,397	President/director	\$33,798	<b>\$32,231</b>	2023
<a href="#">Islandview Housing Development Fund</a>	NY	\$388,257	Cfo	\$23,006	<b>\$20,675</b>	2023
<a href="#">Lutheran Social Services Of Central Ohio</a>	OH	\$411,821	President & Ceo	\$9,088	<b>\$9,573</b>	2023
<a href="#">Community Alliance Housing Corporation I</a>	NE	\$387,633	President & Ceo	\$38,477	<b>\$39,978</b>	2024
<a href="#">New Bern Older Adult Housing</a>	NC	\$412,869	President/ceo	\$48,900	<b>\$48,809</b>	2024
<a href="#">573 Warren Street Housing</a>	NY	\$385,815	Secretary	\$13,130	<b>\$11,461</b>	2024
<a href="#">Long Island Family &amp; Elder Care Inc</a>	NY	\$414,767	Associated Executive Director	\$52,400	<b>\$45,741</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	287 organizations. Compensation range \$147–\$337,912; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$400,017); for reference, expenses \$3,592 and assets \$1,599,787. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	J Richard Parker li, reported title " <i>FORMER PRESI</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	169 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	1 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	69 <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 (J Richard Parker li) 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 287 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,210 is reasonable (approximately the 1<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.