

# Nazareth Housing Development Corp

Executive Director / CEO

EIN 341908695  
OH · NTEE L40  
FY ending 2024-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Keith Harris, Executive Director / CEO** (\$61,000) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

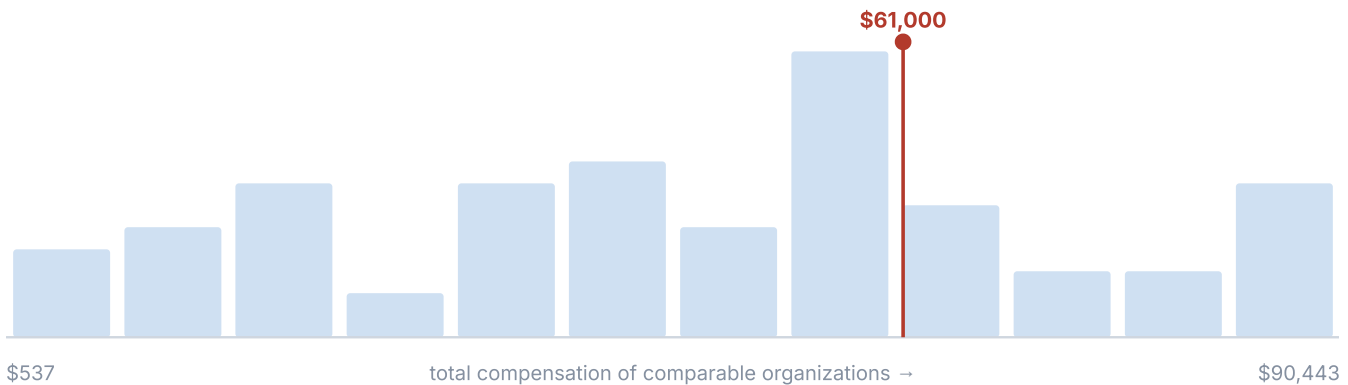
**Benchmarked executive:** Keith Harris — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L40).
BUDGET	Total revenue between \$252,037 and \$564,262 — 0.67x to 1.50x the subject's \$376,175 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

**70** organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,738	\$26,796	\$49,866	\$61,436	\$82,364	\$61,000
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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 OH 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="#">Gratiot County Hope House</a>	MI	\$377,853	Executive Director	\$65,625	<b>\$63,953</b>	2024
<a href="#">Samaritan House Inc</a>	NC	\$366,778	Executive Dir.	\$79,070	<b>\$77,137</b>	2024
<a href="#">Grace Home Inc</a>	OK	\$389,502	President/director	\$60,351	<b>\$62,743</b>	2024
<a href="#">Pee Wee Homes</a>	NC	\$361,795	Director	\$550	<b>\$537</b>	2024
<a href="#">Safe Harbors Network</a>	CA	\$391,640	Executive Dir.	\$13,210	<b>\$10,770</b>	2024
<a href="#">Housing Initiatives Of Princeton</a>	NJ	\$392,002	Executive Director	\$49,167	<b>\$42,671</b>	2023
<a href="#">Hearne House Inc</a>	OH	\$393,504	Executive Dir.	\$37,500	<b>\$38,608</b>	2023
<a href="#">Homes Of Hope Inc</a>	NC	\$357,864	Executive Director	\$55,296	<b>\$53,944</b>	2024
<a href="#">Gila House Inc</a>	AZ	\$355,543	Executive Director	\$40,000	<b>\$36,320</b>	2024
<a href="#">Next Step Initiative Tennessee</a>	TN	\$397,545	Executive Dir.	\$53,737	<b>\$51,956</b>	2025
<a href="#">New Attitude On My Image Inc</a>	OH	\$398,948	Exec Director	\$53,400	<b>\$53,400</b>	2024
<a href="#">Papilion House Inc</a>	TX	\$352,841	President	\$34,770	<b>\$32,838</b>	2024
<a href="#">Our Front Porch</a>	CO	\$400,731	Ceo	\$79,625	<b>\$72,087</b>	2024
<a href="#">Hoskins Park Ministries Inc</a>	NC	\$401,432	Director	\$61,825	<b>\$62,095</b>	2023
<a href="#">Gmp Development Corp</a>	MA	\$401,456	President & Ceo	\$4,937	<b>\$4,189</b>	2024
<a href="#">Village Of Hope Inc</a>	MD	\$349,483	Executive Director	\$61,250	<b>\$54,065</b>	2024
<a href="#">Active Change Recovery Inc</a>	CA	\$346,347	President	\$25,000	<b>\$20,382</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sacred Roots Farm Inc</a>	GA	\$341,171	Ceo	\$84,908	<b>\$82,986</b>	2023
<a href="#">Siloam Missionary Homes</a>	NC	\$338,177	President	\$45,493	<b>\$45,692</b>	2023
<a href="#">Mission Accomplished</a>	TX	\$335,955	President	\$58,455	<b>\$55,208</b>	2024
<a href="#">The New Beginnings Of Southwest</a>	FL	\$334,293	Executive Director	\$61,007	<b>\$55,709</b>	2023
<a href="#">Safe Shelter Incorporated</a>	WI	\$332,175	Executive Director	\$72,800	<b>\$71,783</b>	2024
<a href="#">Myplace Inc</a>	MI	\$327,076	Executive Director	\$65,977	<b>\$64,296</b>	2024
<a href="#">Isaiah House Inc</a>	GA	\$326,462	Executive Dir.	\$14,150	<b>\$13,433</b>	2024
<a href="#">South Oakland Citizens For The</a>	MI	\$426,298	Executive Di	\$65,000	<b>\$61,712</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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** 70 organizations. Compensation range \$537–\$90,443; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$376,175); for reference, expenses \$543,415 and assets \$1,346,589. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Keith Harris, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	66 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	64 <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 (Keith Harris) 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 70 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,000 is reasonable (approximately the 74<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.