

Lake County Habitat For Humanity

Executive Director / CEO

EIN 382447541

MI · NTEE L20Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Denise Suttles, Executive Director / CEO** (\$21,339) against **every comparable organization** that fit the selection criteria — **276** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

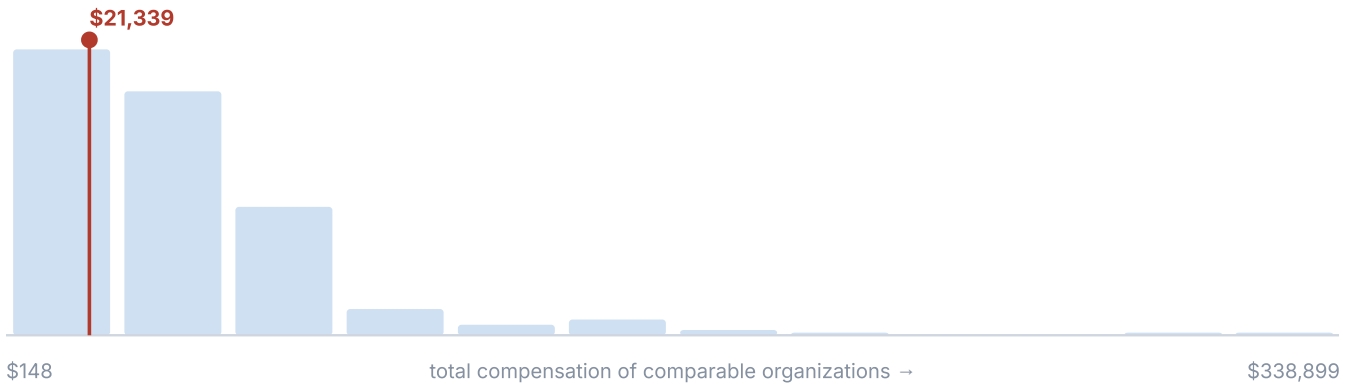
Benchmarked executive: Denise Suttles — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20Z).
BUDGET	Total revenue between \$172,237 and \$385,606 — 0.67x to 1.50x the subject's \$257,071 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

276 organizations qualified on sector, size, and geography → **276** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,859	\$17,569	\$34,774	\$58,543	\$80,124	\$21,339
---------	----------	----------	----------	----------	----------



● 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 MI 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
Affordable Housing Paso Robles	CA	\$257,029	President	\$40,325	\$33,735	2024
Asi Redruth Inc	MN	\$256,149	President/tr	\$65,715	\$64,768	2023
Bethel Foundation	OK	\$256,049	Executive Di	\$33,986	\$36,257	2024
Housing Alternatives Inc	CA	\$258,573	President & Ceo	\$138,000	\$115,449	2024
Titus Foundation Ministry	AZ	\$255,353	President	\$84,548	\$78,778	2024
Neighborhood Housing Renewal Corp li	CA	\$259,011	Secretary, Treasurer	\$26,376	\$22,718	2023
Venture Care Housing Development Fund Co Inc	NY	\$254,990	Chief Executive Officer	\$38,189	\$34,421	2023
Edenhope Villa Esperanza Inc	CA	\$259,493	President	\$39,896	\$33,377	2024
Amsterdam Continuing Care Health System	NY	\$254,412	President / Ceo	\$15,418	\$13,896	2023
Altoona Housing Corporation	WI	\$259,742	Executive Director And Office Manager	\$19,500	\$19,730	2024
Ecology House Inc	CA	\$259,749	President	\$21,418	\$17,918	2024
Sheltering Palms Foundation Inc	FL	\$259,861	President	\$191,666	\$179,596	2023
Cra Community Development Group Incorporated	FL	\$254,171	President, Chair	\$32,760	\$29,816	2024
The Reach Project	TX	\$260,261	Executive Dir.	\$59,615	\$57,775	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kce Inc	MD	\$261,675	President Ceo	\$17,900	\$16,692	2023
Our Casas Resident Council Incorporated	TX	\$261,827	Executive Director	\$40,010	\$39,921	2023
Lutheran Social Services Of Central Ohio	OH	\$252,249	President & Ceo	\$9,088	\$9,601	2023
Stop It Now Inc	MA	\$262,040	President/ceo	\$32,663	\$29,277	2023
Cape Fear Community Land Trust Inc	NC	\$251,937	Executive Director - Not B	\$79,849	\$79,934	2024
Liberty Hill Redevelopment Group	SC	\$262,380	Operations Director	\$55,189	\$57,429	2023
Pierce County Affordable Housing	WA	\$262,425	Agency Director	\$29,176	\$26,055	2023
Mill Creek Apartments	CA	\$263,192	Secretary/treasurer	\$39,437	\$32,993	2024
Freedom House Inc	PA	\$263,505	Executive Di	\$32,329	\$31,235	2024
Wesley Asi Of Northern Virginia	VA	\$263,556	Secretary	\$28,094	\$26,281	2024
Creating New Horizons	LA	\$250,286	President	\$12,000	\$13,179	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 **276** organizations. Compensation range \$148–\$338,899; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$257,071); for reference, expenses \$188,262 and assets \$612,329.
ROLE MATCH	Denise Suttles, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	181 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	30 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	8 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 (Denise Suttles) 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 276 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,339 is reasonable (approximately the 30th 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.