

# Newton Housing Development Corporation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Bruce Showalter, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **725** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Bruce Showalter — reported title "DIRECTOR", 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 (L25).
BUDGET	Total revenue between \$95,826 and \$214,536 — 0.67x to 1.50x the subject's \$143,024 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

**725** organizations qualified on sector, size, and geography → **725** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$7,777	\$16,251	\$30,664	\$51,556	\$69,308	\$25,000
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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 IA 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="#">F W Residential Properties Inc</a>	IL	\$143,152	Chair	\$19,355	<b>\$16,930</b>	2025
<a href="#">Vermont Alliance For Recovery</a>	VT	\$143,188	Executive Di	\$105,326	<b>\$96,821</b>	2024
<a href="#">Hillside Apartments Phase Ii</a>	MI	\$143,347	Administrator	\$8,247	<b>\$7,774</b>	2024
<a href="#">Hardin County Housing Development Inc</a>	OH	\$143,502	Maintenance Manager	\$43,051	<b>\$42,875</b>	2023
<a href="#">Carbondale Supportive Housing Inc</a>	MN	\$142,529	President/tr	\$65,715	<b>\$61,055</b>	2023
<a href="#">Brook View Gardens Inc</a>	OH	\$142,436	Executive Director	\$6,211	<b>\$6,185</b>	2023
<a href="#">Merrimack Housing Corporation</a>	MA	\$143,623	President (As Of 8/22/22)	\$2,702	<b>\$2,283</b>	2023
<a href="#">Ebsv Community Development Inc</a>	CA	\$143,735	President & Ceo	\$28,109	<b>\$22,822</b>	2023
<a href="#">Southeastern Ohio H E A R T Inc</a>	OH	\$143,800	President	\$24,000	<b>\$23,216</b>	2024
<a href="#">Coshocton Area Housing Corporation</a>	OH	\$143,846	Board Member	\$46,496	<b>\$44,977</b>	2024
<a href="#">Appleton Housing Corporation</a>	MA	\$143,893	President (As Of 8/22/22)	\$2,702	<b>\$2,283</b>	2023
<a href="#">Roseland Village Inc Nfp</a>	CO	\$143,924	President	\$11,727	<b>\$10,573</b>	2023
<a href="#">Ken-crest Housing Pa 2007 Inc</a>	PA	\$142,087	Ceo	\$29,531	<b>\$26,896</b>	2024
<a href="#">Stamford Affordable Homes Inc</a>	CT	\$141,907	President	\$44,490	<b>\$37,115</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lifetime Community Apartments Inc</a>	NY	\$144,146	President & Ceo	\$19,027	<b>\$15,703</b>	2024
<a href="#">Ocl Properties Xi Inc</a>	NY	\$141,772	Chief Financial Officer	\$73,290	<b>\$60,485</b>	2024
<a href="#">The Village At Oasis Park Phase li</a>	AZ	\$141,756	Ceo	\$47,886	<b>\$42,060</b>	2024
<a href="#">Missing Middle Housing Fund</a>	OR	\$141,730	Ceo	\$85,000	<b>\$72,092</b>	2024
<a href="#">Salishan Apartments Inc</a>	CA	\$144,446	Secretary/treasurer	\$37,437	<b>\$30,396</b>	2023
<a href="#">Community Homes Land Trust</a>	MI	\$141,591	President	\$17,201	<b>\$16,215</b>	2024
<a href="#">Network Housing '92 Inc</a>	OH	\$141,557	Ceo (Exited 3.24.25)	\$30,598	<b>\$29,598</b>	2024
<a href="#">Morris County Affordable Housing</a>	NJ	\$144,501	Director	\$4,736	<b>\$3,976</b>	2023
<a href="#">Shelters By Jesus</a>	ME	\$144,543	Member	\$39,791	<b>\$36,390</b>	2024
<a href="#">The Beneficial Housing Foundation</a>	CA	\$141,196	Ceo/chairman	\$124,517	<b>\$98,198</b>	2024
<a href="#">Habitat For Humanity South Carolina</a>	SC	\$144,857	Executive Dir.	\$76,256	<b>\$74,802</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 **725** organizations. Compensation range \$197–\$437,481; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$143,024); for reference, expenses \$74,165 and assets \$3,268,649. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Bruce Showalter, reported title " <i>DIRECTOR</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	522 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	41 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	37 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	9 <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 (Bruce Showalter) 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 725 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 41<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.