

Kenwood Properties Inc

Executive Director / CEO

EIN 421534169

WI · NTEE L20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alfred Hebert, Executive Director / CEO** (\$12,066) against **every comparable organization** that fit the selection criteria — **131** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Alfred Hebert — 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 \$43,943 and \$98,380 — 0.67x to 1.50x the subject's \$65,587 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

131 organizations qualified on sector, size, and geography → **131** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,006	\$13,888	\$22,956	\$35,140	\$62,858	\$12,066
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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 WI 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
Mcallister Street Inc	CA	\$65,887	Ceo	\$20,348	\$17,321	2023
Rooted Communities Inc	FL	\$66,138	Director	\$35,000	\$31,483	2024
Georgetown Apartments Inc	MD	\$64,932	President	\$20,272	\$18,684	2023
Mosaic Housing Corp Xix - Winfield	NE	\$66,405	President	\$26,896	\$27,699	2024
Accessible Housing Inc	OH	\$66,481	Board President	\$31,713	\$33,112	2023
Sourlis - Eleuterio Homes Inc	MD	\$66,596	President	\$20,272	\$18,684	2023
Stevenson Land Corporation	CA	\$66,664	President	\$39,896	\$32,987	2024
Cedar Lake - Washburn Inc	KY	\$66,746	President & Ceo (See Sch O)	\$11,133	\$11,453	2024
Habitat For Humanity Of Jessamine	KY	\$67,405	Director	\$38,100	\$39,195	2024
Westside Affordable Housing Inc	GA	\$63,489	President & Ceo	\$84,307	\$83,566	2023
O'connor Homes Inc	MD	\$63,231	President	\$20,272	\$18,684	2023
Rural Community Improvement Corporation	GA	\$68,048	President	\$3,071	\$3,044	2023
Westminsterwashingtonnmtc Inc	MA	\$68,073	Board Member	\$4,648	\$3,896	2025
Work Housing Corporation	MA	\$62,931	President	\$28,956	\$24,915	2024
D&b Affordable Housing Inc	NV	\$68,274	President, Treasurer, Dire	\$12,694	\$12,184	2024
Walden Place Inc	MD	\$68,485	President	\$20,272	\$18,684	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Passavant Memorial Homes Housing	PA	\$62,448	Ceo & President	\$36,502	\$34,855	2024
Kalani Mala Inc	HI	\$69,194	Vp/secretary	\$29,184	\$25,019	2024
Dpi Webster Inc	MA	\$61,884	President/director	\$25,500	\$21,941	2024
Escalante Meadows Development Company	CA	\$69,334	Ceo	\$35,624	\$29,455	2024
Centennial Housing Inc	MD	\$69,439	President	\$20,272	\$18,684	2023
Abilities At Morningside Ii Inc	FL	\$69,616	President/ceo	\$38,173	\$35,352	2023
Catalina Housing Foundation	AZ	\$69,765	President & Ceo	\$8,192	\$7,767	2023
Wallace Place Nfp	IL	\$61,365	President	\$82,909	\$78,047	2024
Homes Of Care Iii Inc	MA	\$61,216	President & Ceo/director	\$24,869	\$21,398	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	131 organizations. Compensation range \$780–\$282,034; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$65,587); for reference, expenses \$77,270 and assets \$568,844.
ROLE MATCH	Alfred Hebert, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	115 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	23 rd
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	25 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 (Alfred Hebert) 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 131 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,066 is reasonable (approximately the 23rd 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.