

Hagerstown Neighborhood Development Partnership Inc

Executive Director / CEO

EIN 421616359

MD · NTEE L20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Carly Ferguson, Executive Director / CEO** (\$70,270) against **every comparable organization** that fit the selection criteria — **216** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Carly Ferguson — reported title “PAST EXECUTIVE 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 (L20).
BUDGET	Total revenue between \$93,263 and \$208,798 — 0.67x to 1.50x the subject's \$139,199 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

216 organizations qualified on sector, size, and geography → **216** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,151 10TH	\$18,117 25TH	\$34,578 MEDIAN	\$58,202 75TH	\$80,108 90TH	\$70,270 THIS ORG · 87TH
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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 MD 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
Seddemeyer Inc	IN	\$139,411	President	\$44,374	\$48,617	2024
Asi Owatonna Inc	MN	\$138,902	President/tr	\$68,006	\$68,014	2025
Mott Rural Rental Housing Corp	ND	\$138,275	President	\$3,600	\$4,105	2024
Tumbleweed Housing Foundation	CA	\$138,128	Ceo	\$61,000	\$56,341	2023
East Portland Supportive Housing Inc	OR	\$140,293	Finance Dir.	\$13,072	\$12,612	2024
Asi Sioux Falls Inc	MN	\$140,321	President/tr	\$68,006	\$68,014	2025
Colorado Community Land Trust-	CO	\$140,591	Ceo/executive Director (Term End 07/23)	\$6,457	\$6,433	2024
A & E Association Inc	IL	\$137,280	Secretary/treasurer	\$12,317	\$12,952	2023
The Beneficial Housing Foundation	CA	\$141,196	Ceo/chairman	\$124,517	\$111,708	2024
Network Housing '92 Inc	OH	\$141,557	Ceo (Exited 3.24.25)	\$30,598	\$33,670	2024
Missing Middle Housing Fund	OR	\$141,730	Ceo	\$85,000	\$82,009	2024
Ocl Properties Xi Inc	NY	\$141,772	Chief Financial Officer	\$73,290	\$68,805	2024
Stamford Affordable Homes Inc	CT	\$141,907	President	\$44,490	\$42,222	2025
Ken-crest Housing Pa 2007 Inc	PA	\$142,087	Ceo	\$29,531	\$30,596	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Carbondale Supportive Housing Inc	MN	\$142,529	President/tr	\$65,715	\$69,455	2023
Hbhci Hud 7 Inc	FL	\$135,759	Vice President	\$68,495	\$65,128	2025
F W Residential Properties Inc	IL	\$143,152	Chair	\$19,355	\$19,259	2025
Hardin County Housing Development Inc	OH	\$143,502	Maintenance Manager	\$43,051	\$48,772	2023
Merrimack Housing Corporation	MA	\$143,623	President (As Of 8/22/22)	\$2,702	\$2,597	2023
Southeastern Ohio H E A R T Inc	OH	\$143,800	President	\$24,000	\$26,409	2024
Peoples Organization For Strategic Excellence Pose Cdc Inc	LA	\$134,543	Executive Director	\$45,000	\$51,481	2024
Appleton Housing Corporation	MA	\$143,893	President (As Of 8/22/22)	\$2,702	\$2,597	2023
Community Homebuyers Inc	PA	\$134,011	Secretary/treasurer	\$28,234	\$29,252	2024
Salishan Apartments Inc	CA	\$144,446	Secretary/treasurer	\$37,437	\$34,578	2023
Morris County Affordable Housing	NJ	\$144,501	Director	\$4,736	\$4,523	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	216 organizations. Compensation range \$419–\$303,296; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$139,199); for reference, expenses \$172,585 and assets \$338,131.
ROLE MATCH	Carly Ferguson, reported title "PAST EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	156 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	87 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	19 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 (Carly Ferguson) 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 216 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,270 is reasonable (approximately the 87th 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.