

Ideal Apartments Housing

Executive Director / CEO

EIN 431704095
 MO · NTEE L200
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **John Hartman, Executive Director / CEO** (\$2,034) against **every comparable organization** that fit the selection criteria — **179** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: John Hartman — 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 (L200).
BUDGET	Total revenue between \$58,278 and \$130,474 — 0.67x to 1.50x the subject's \$86,983 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

179 organizations qualified on sector, size, and geography → **179** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,723	\$14,412	\$24,848	\$39,482	\$64,767	\$2,034
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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 MO 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
Community Residence For The Handicapped	NY	\$87,120	Ceo (Thru 6/24)	\$110,029	\$93,872	2024
Crow River Habitat For Humanity Inc	MN	\$87,128	Executive Di	\$43,000	\$41,301	2023
Habitat For Humanity Housing Development	NY	\$87,385	Treasurer Until June 2023	\$32,660	\$28,688	2023
High Street Homes Inc	MD	\$88,555	Director Of Finance (Beginning 8/22)	\$6,036	\$5,485	2023
Lakeside Place Inc	FL	\$85,390	President/ceo	\$37,346	\$34,103	2023
35 Catherine Street Inc	MA	\$88,841	President & Ceo	\$29,151	\$25,463	2023
202 West 108 Street Hdfe Inc	NY	\$85,011	President	\$25,733	\$21,954	2024
Lf Bella Vista Apartments Inc	AZ	\$84,942	President/ceo	\$34,911	\$31,700	2024
Tg_106 Inc	TX	\$89,247	Executive Director	\$29,794	\$28,139	2024
Creative Housing Inc V	OH	\$83,987	President	\$9,011	\$9,011	2024
Housing Works Pitkin Avenue Hdfe Inc	NY	\$83,738	Secretary	\$27,348	\$24,022	2023
Community Alliance Housing	NE	\$83,203	President & Ceo	\$35,341	\$36,948	2023
Friendship Homes Inc	TN	\$82,927	President	\$36,000	\$34,807	2025
Burrell Housing Springfield	MO	\$91,600	President And Ceo - Pfh	\$270,117	\$278,096	2023
Alabama Communities Inc	GA	\$82,106	Executive Di	\$80,000	\$75,946	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lss Housing Hampton Inc	WI	\$81,884	President	\$40,683	\$40,115	2024
Valley Of The Sun School Properties Two	AZ	\$81,744	Board Member	\$18,515	\$16,812	2024
Tg 105 Inc	TX	\$92,614	Executive Director	\$20,876	\$20,299	2023
Lss Housing Home Sweet Home Inc	WI	\$92,941	President	\$38,239	\$38,818	2023
Shdc No 6 Inc	HI	\$80,932	Exec. Dir. & Asst Sec.	\$12,721	\$11,071	2023
Advent Community Development	TN	\$93,324	Executive Director	\$4,062	\$4,031	2024
Castleton Homes Inc	MD	\$80,376	President & Ceo	\$20,896	\$18,989	2023
Dilley Community Assistance Corp	TX	\$93,621	Secretary	\$25,847	\$26,162	2022
Share Ix Inc	NY	\$80,338	Executive Director	\$70,564	\$61,980	2023
Collin's Way Inc	MD	\$80,305	Ceo	\$7,826	\$6,908	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	179 organizations. Compensation range \$769–\$278,096; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$86,983); for reference, expenses \$102,814 and assets \$451,662.
ROLE MATCH	John Hartman, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 150 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	2 nd
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	14 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 (John Hartman) 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 179 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,034 is reasonable (approximately the 2nd 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.