

# Connection Fund - Jefferson Inc

Executive Director / CEO

EIN 454315358  
 CT · NTEE L21  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Lisa Dematteis-Iepore, Executive Director / CEO** (\$35,690) against **every comparable organization** that fit the selection criteria — **200** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Lisa Dematteis-Iepore — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

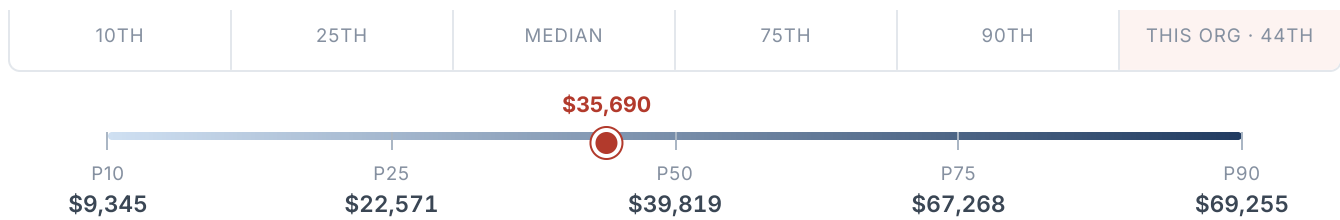
SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$137,088 and \$306,915 — 0.67x to 1.50x the subject's \$204,610 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

**200** organizations qualified on sector, size, and geography → **200** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$9,345	\$22,571	\$39,819	\$67,268	\$69,255	\$35,690
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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 CT 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="#">Sheltering Tree Housing Corporation</a>	NE	\$204,267	Executive Director	\$6,730	<b>\$7,499</b>	2024
<a href="#">Garden Court</a>	WA	\$203,767	President	\$22,967	<b>\$21,301</b>	2024
<a href="#">Shelbourne Supportive Housing Inc</a>	MN	\$203,633	President/tr	\$68,006	<b>\$67,818</b>	2025
<a href="#">Chesapeake Supportive Housing Inc</a>	MN	\$205,589	President/tr	\$65,715	<b>\$69,255</b>	2023
<a href="#">Snhs Elderly Housing X Inc</a>	NH	\$206,533	Treasurer	\$53,564	<b>\$49,916</b>	2025
<a href="#">Cpnj Plainfield Residence li Inc</a>	NJ	\$206,584	Ceo - President	\$17,303	<b>\$16,477</b>	2023
<a href="#">Hubbard County Senior Housing Inc</a>	MN	\$202,387	President & Ceo	\$41,871	<b>\$42,861</b>	2024
<a href="#">Rogers Supportive Housing Inc</a>	MN	\$207,613	President/tr	\$68,006	<b>\$67,818</b>	2025
<a href="#">St Annes Retirement Community</a>	CA	\$201,444	Ceo President	\$63,000	<b>\$56,356</b>	2024
<a href="#">Neider House Ltd</a>	ID	\$207,996	Executive Director	\$16,468	<b>\$18,684</b>	2023
<a href="#">Castorland Housing Development</a>	NY	\$200,935	Member/site Manager	\$32,500	<b>\$30,424</b>	2024
<a href="#">Community Housing Association Of Dodge</a>	KS	\$208,360	Housing Coordinator	\$24,866	<b>\$28,651</b>	2023
<a href="#">Lutheran Housing Corporation Prairie Lake Apartments</a>	SD	\$200,659	Secretary/treasurer	\$33,490	<b>\$39,420</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ken-crest Housing Pennsylvania Inc</a>	PA	\$208,688	Ceo	\$29,531	<b>\$30,508</b>	2024
<a href="#">Renaissance Court Inc</a>	OR	\$200,240	Executive Director	\$20,653	<b>\$19,868</b>	2024
<a href="#">Pendleton Ministries 2 Inc</a>	CO	\$200,000	President/director	\$35,478	<b>\$35,242</b>	2024
<a href="#">Ken-crest Housing Pa 2002 Inc</a>	PA	\$209,574	Ceo	\$29,531	<b>\$30,508</b>	2024
<a href="#">Independence Hill Inc</a>	CO	\$199,526	President/director	\$43,633	<b>\$43,342</b>	2024
<a href="#">Greater Harrisburg Voa Living Ctr</a>	VA	\$209,995	Asst Sec/ass	\$116,809	<b>\$113,826</b>	2025
<a href="#">Catholic Housing Corporation Of Lansford</a>	PA	\$197,468	Chief Executive Officer	\$30,655	<b>\$31,669</b>	2024
<a href="#">Network Housing 2005 Inc</a>	OH	\$197,326	Ceo (Exited 3.24.25)	\$30,598	<b>\$33,573</b>	2024
<a href="#">Ginger Ford Northshore Fuller Center For Housing Inc</a>	LA	\$211,927	Associate Director	\$49,800	<b>\$56,807</b>	2024
<a href="#">Rubicon Homes</a>	CA	\$212,559	Ceo And President	\$10,555	<b>\$9,442</b>	2024
<a href="#">Asi Greeley Inc</a>	MN	\$196,463	President/tr	\$68,006	<b>\$67,818</b>	2025
<a href="#">Ellenburg Housing Development Fund</a>	NY	\$212,855	Manager	\$31,412	<b>\$29,405</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **200** organizations. Compensation range \$286–\$302,421; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$204,610); for reference, expenses \$301,052 and assets \$3,446,640. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Lisa Dematteis-lepore, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	171 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	67 <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 (Lisa Dematteis-lepore) 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 200 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,690 is reasonable (approximately the 44<sup>th</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.