

Villa At Meadow View Inc

Executive Director / CEO

EIN 454549405

MA · NTEE L21

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Joan F Hatem-roy, Executive Director / CEO** (\$13,889) against **every comparable organization** that fit the selection criteria — **219** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

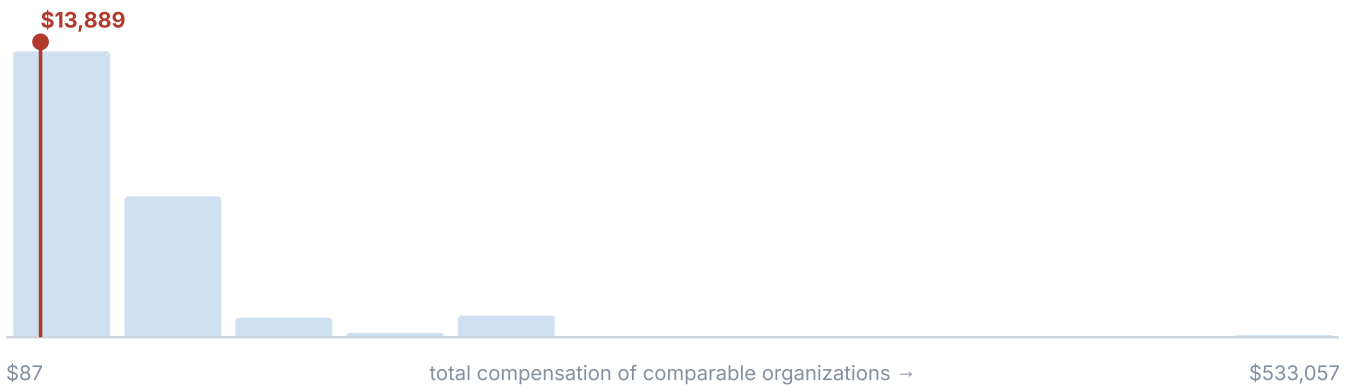
Benchmarked executive: Joan F Hatem-roy — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$305,757 and \$684,531 — 0.67x to 1.50x the subject's \$456,354 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

219 organizations qualified on sector, size, and geography → **219** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,584	\$23,117	\$39,740	\$59,141	\$89,109	\$13,889
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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 MA 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
Augusta Voa Elderly Housing Inc	VA	\$453,945	President	\$183,373	\$191,951	2025
United Church Residences Of Burlington	OH	\$459,652	Treasurer	\$34,230	\$41,537	2023
Tg_304 Inc	TX	\$451,897	Executive Director	\$29,794	\$33,166	2024
Episcopal Housing Of Birmingham Inc	AL	\$451,323	Executive Director	\$13,829	\$16,626	2024
Ruperts Kids Inc	IN	\$450,629	President & Secretary	\$23,700	\$27,813	2024
Sacred Heart Village Ii Inc	CO	\$450,091	President	\$13,716	\$14,636	2024
United Church Residences Of North Lewisburg Ohio Inc	OH	\$463,457	Treasurer	\$34,230	\$41,537	2023
Lucian Manor Affordable Housing Inc	CA	\$447,045	President/ceo	\$12,716	\$12,580	2023
Alverno Housing Corporation	WI	\$446,060	President (Thru June 2024)	\$8,312	\$9,660	2024
Bristol Gardens Inc	PA	\$466,891	President/ T	\$46,154	\$52,732	2023
United Church Residences Of Goshen	OH	\$444,189	Treasurer	\$34,230	\$41,537	2023
Great Falls Housing Corporation	NJ	\$468,644	Chair/president	\$11,741	\$12,010	2023
Change Happens Cdc	TX	\$468,693	Executive Director	\$125,000	\$143,256	2023
Marin Homes For Independent Living	CO	\$470,536	President	\$22,009	\$23,485	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Winter Grove Inc	CT	\$440,150	President/ceo	\$81	\$87	2023
Semiperm Housing Development	NY	\$439,815	President (Through 2/23/24)	\$16,551	\$16,643	2024
National Church Residences Development	OH	\$472,912	President	\$46,401	\$54,691	2024
The Landing Apartments	MN	\$473,206	President & Executive Vp	\$22,614	\$24,866	2024
Kukui Kauhale Inc	HI	\$437,763	Director	\$46,064	\$45,894	2024
Victoria Voa Elderly Housing Inc	VA	\$437,417	President	\$183,373	\$191,951	2025
Luther Court Inc	PA	\$437,000	Ceo And Chair	\$39,302	\$44,904	2023
Jonah Affordable Housing	TN	\$476,478	Executive Director	\$37,497	\$43,861	2024
Habitat Housing Solutions Inc	FL	\$477,289	President & Ceo	\$31,879	\$34,311	2023
Envision Communities Inc	MN	\$434,949	Chair	\$12,681	\$14,356	2023
Dublin Transit Eah Inc	CA	\$478,483	President	\$32,623	\$31,348	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **219** organizations. Compensation range \$87–\$533,057; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$456,354); for reference, expenses \$588,283 and assets \$5,415,876.

ROLE MATCH	Joan F Hatem-roy, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	175 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	16 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	58 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 (Joan F Hatem-roy) 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 10, 2026, comparing compensation against 219 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,889 is reasonable (approximately the 16th 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 10, 2026.