

Network For Developing Conscious Communities Inc

Executive Director / CEO

EIN 464564310
 DC · NTEE L20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ronald Hantz, Executive Director / CEO** (\$73,126) against **every comparable organization** that fit the selection criteria — **265** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

Benchmarked executive: Ronald Hantz — reported title “Executive Director”, 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 \$154,432 and \$345,745 — 0.67x to 1.50x the subject's \$230,497 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

265 organizations qualified on sector, size, and geography → **265** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,828 10TH	\$19,070 25TH	\$39,786 MEDIAN	\$66,348 75TH	\$89,481 90TH	\$73,126 THIS ORG · 79TH
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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 DC 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
Hacfs Properties	AR	\$230,293	Executive Di	\$22,377	\$28,663	2023
Asi Las Vegas Inc	MN	\$231,078	President/tr	\$65,715	\$73,996	2023
Arlington Apartments Hdfc	NY	\$231,219	Ceo	\$25,826	\$25,831	2024
Cc Housing Inc	NM	\$231,242	President	\$5,505	\$6,747	2023
Rouse Housing Development Fund	NY	\$231,274	Executive Director (To Dec 2023)	\$11,334	\$11,671	2023
Habitat For Humanity Of Shelby	KY	\$232,647	Executive Di	\$43,833	\$53,665	2023
Harriets Housing	OR	\$227,843	Executive Director	\$5,000	\$5,291	2023
The Sea Glass Initiative Inc	AL	\$233,352	Vice Preside	\$53,308	\$62,102	2025
Los Sures 907 Driggs Avenue Hdfc	NY	\$233,514	Executive Director	\$20,221	\$20,225	2024
Corpus Christi Supportive Hsng Inc	MN	\$233,649	President/tr	\$65,715	\$73,996	2023
Bay Aging Apartments West Point Inc	VA	\$227,033	President	\$17,050	\$18,222	2024
Alvarez Court Inc	CA	\$234,805	Ceo	\$47,732	\$46,969	2023
Fenway Lodging House Inc	MA	\$226,173	Director (As Of 5/24)	\$19,498	\$19,394	2024
Preserve Jade East Apartments Inc	OR	\$225,979	Executive Di	\$34,877	\$35,850	2024
Asi Greeley li Inc	MN	\$225,671	President/tr	\$68,006	\$72,461	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bellflower Oak Street Manor	OR	\$235,966	President	\$75,064	\$77,158	2024
Fhi Lawrenceandover Inc	MA	\$236,259	President & Ceo	\$38,739	\$39,670	2023
Cabrini Green Lac Community Development Corporation	IL	\$224,698	Executive Director	\$24,000	\$26,888	2023
Twentieth Association Properties Inc	MA	\$236,638	President & Ceo	\$7,164	\$7,125	2024
Compass Center Housing Development	WA	\$236,649	President From 10/23	\$1,117	\$1,140	2023
North Central Housing Inc	FL	\$237,214	President	\$7,500	\$7,799	2024
Long Island Housing Partnership	NY	\$223,347	President	\$58,483	\$60,222	2023
Sands Horizon Inc	GA	\$238,134	Secretary, Manager	\$8,334	\$9,036	2025
Crossroads Village Mutual Housing	CA	\$238,420	Director	\$5,430	\$5,056	2025
Mantua I Corporation	PA	\$221,996	Director Of Construction	\$13,787	\$15,668	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **265** organizations. Compensation range \$169–\$323,127; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$230,497); for reference, expenses \$273,775 and assets \$322,342.

ROLE MATCH	Ronald Hantz, reported title " <i>Executive Director</i> ", 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	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	79 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	26 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 (Ronald Hantz) 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 265 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,126 is reasonable (approximately the 79th 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.