

# Loretta Village Housing Inc

Executive Director / CEO

EIN 521920600  
 MD · NTEE L22  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Freddy L Mitchell, Executive Director / CEO** (\$11,222) against **every comparable organization** that fit the selection criteria — **99** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Freddy L Mitchell — 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 (L22).
BUDGET	Total revenue between \$100,624 and \$225,279 — 0.67x to 1.50x the subject's \$150,186 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

**99** organizations qualified on sector, size, and geography → **99** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,569	\$16,528	\$30,596	\$63,508	\$81,713	<b>\$11,222</b>
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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
<a href="#">Ken-crest Housing Pa li Inc</a>	PA	\$151,007	Ceo	\$29,531	<b>\$30,596</b>	2024
<a href="#">Woodside Haven Inc</a>	WI	\$151,624	Director Of Finance (Thru May 2023)	\$37,706	<b>\$42,121</b>	2023
<a href="#">Great Falls Supportive Housing</a>	MN	\$147,915	President/tr	\$68,006	<b>\$68,014</b>	2025
<a href="#">Boulder Presbyterian Housing Inc</a>	CO	\$152,881	Manager	\$114,451	<b>\$114,017</b>	2024
<a href="#">Baybarry Corporation</a>	WI	\$153,318	President/ceo	\$138,859	<b>\$155,116</b>	2023
<a href="#">Partridge Place Apartments</a>	MO	\$146,845	President & Ceo	\$19,685	<b>\$22,301</b>	2023
<a href="#">Shrewsbury Housing Inc</a>	PA	\$146,571	Interim President, Ceo/coo	\$17,059	<b>\$17,675</b>	2024
<a href="#">Venture Development 2002 Inc</a>	NY	\$154,585	Chief Executive Officer	\$38,189	<b>\$36,911</b>	2023
<a href="#">Lifetime Community Apartments Inc</a>	NY	\$144,146	President & Ceo	\$19,027	<b>\$17,863</b>	2024
<a href="#">Hillside Apartments Phase li</a>	MI	\$143,347	Administrator	\$8,247	<b>\$8,843</b>	2024
<a href="#">Lindley Homes</a>	CA	\$158,812	Executive Director	\$26,967	<b>\$24,907</b>	2023
<a href="#">Ken-crest Housing Pa 99 Inc</a>	PA	\$140,680	Ceo	\$29,531	<b>\$30,596</b>	2024
<a href="#">Golden Rule Community Development Corp</a>	CA	\$159,853	President	\$10,000	<b>\$8,971</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hillsboro Supportive Housing Inc</a>	OR	\$160,162	Finance Dir.	\$13,072	<b>\$12,612</b>	2024
<a href="#">Prairie Homes Inc</a>	IL	\$138,653	Ceo/prof Associate	\$594	<b>\$591</b>	2025
<a href="#">Topeka Supportive Housing Inc</a>	MN	\$162,367	President/tr	\$68,006	<b>\$68,014</b>	2025
<a href="#">St Charles Place Manor Inc</a>	FL	\$137,881	Member / Ceo	\$21,896	<b>\$21,371</b>	2024
<a href="#">Asi - Bozeman Inc</a>	MN	\$163,239	President/tr	\$68,006	<b>\$68,014</b>	2025
<a href="#">Options Properties Inc</a>	MA	\$137,025	Executive Director	\$5,282	<b>\$4,931</b>	2024
<a href="#">Trinity Village Non-profit Housing</a>	MI	\$135,855	Executive Director	\$38,786	<b>\$42,821</b>	2023
<a href="#">Henry County Housing Development Group Inc</a>	IL	\$164,664	President	\$21,232	<b>\$21,686</b>	2024
<a href="#">Sweetwater Housing Development Inc</a>	TN	\$134,750	Secretary/treasurer	\$50,000	<b>\$54,604</b>	2024
<a href="#">Worthington Senior Housing Inc</a>	MN	\$133,520	President	\$65,715	<b>\$67,463</b>	2024
<a href="#">Blossom Village Housing Development Fund</a>	NY	\$133,214	President/ceo	\$36,309	<b>\$34,087</b>	2024
<a href="#">Kalispell Senior Housing Inc</a>	MN	\$132,703	President/tr	\$68,006	<b>\$68,014</b>	2025

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	99 organizations. Compensation range \$296–\$497,666; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$150,186); for reference, expenses \$165,370 and assets \$476,684.
ROLE MATCH	Freddy L Mitchell, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	82 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	39 <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 (Freddy L Mitchell) 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 99 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,222 is reasonable (approximately the 19<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.