

The Innovative Housing Institute Inc

Executive Director / CEO

EIN 521977542

MD · NTEE L99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Samuel Jordan, Executive Director / CEO** (\$93,148) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

Benchmarked executive: Samuel Jordan — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L99).

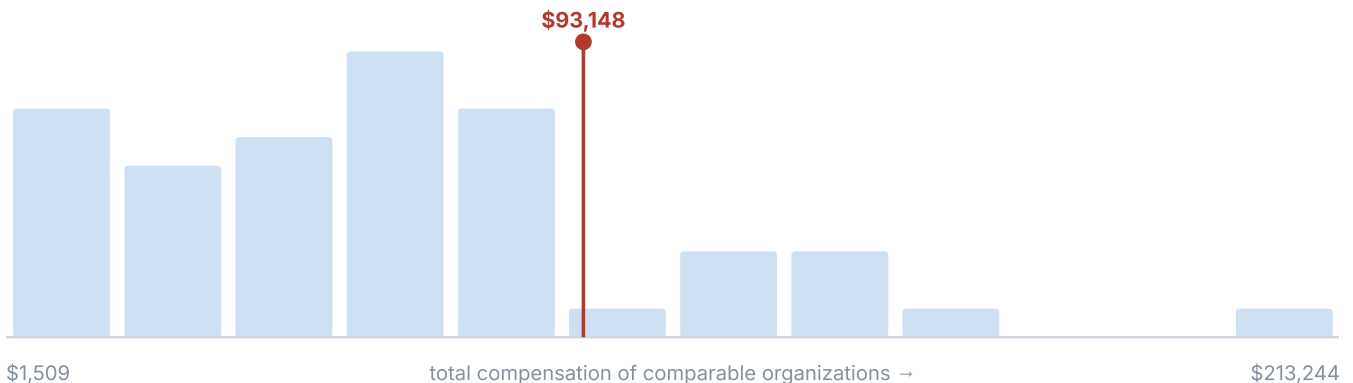
BUDGET Total revenue between \$227,877 and \$510,174 — 0.67x to 1.50x the subject's \$340,116 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography

→ **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,903

\$34,537

\$59,422

\$81,140

\$122,293

\$93,148



● 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
Warriors Center For Women Hardeman County	TN	\$344,209	Executive Director	\$33,208	\$36,265	2024
Montana Fair Housing Inc	MT	\$347,061	Executive Director	\$68,450	\$76,658	2024
Turn The Hearts	CA	\$332,375	Director Of Operations	\$24,000	\$22,167	2023
Mercy House Ministries Inc	TX	\$329,287	Director	\$57,430	\$59,684	2024
Grace Place Inc	MN	\$366,805	Presidentexecutive Director	\$53,083	\$54,494	2024
Open Arms Development Corporation	OH	\$368,146	Executive Director	\$45,540	\$50,111	2024
Main Street Apartments Inc	CA	\$369,002	President	\$21,168	\$18,501	2025
330 East 4th Street Housing Development Fund	NY	\$311,159	Vice President	\$61,207	\$59,159	2023
123 Crawford Street Inc	MA	\$372,992	Cfo	\$1,616	\$1,509	2024
Midwifery Education Accreditation	MN	\$307,222	Executive Director	\$117,783	\$120,915	2024
Housing Works Lyman Prospect Hdrc	NY	\$302,476	Secretary	\$27,348	\$26,433	2023
Anayat House Inc	TX	\$300,277	Executive Director	\$63,723	\$68,181	2023
Architectural Salvage Warehouse Of	MI	\$389,144	Executive Di	\$76,648	\$82,194	2024
Cass Clay Community Land Trust	ND	\$288,678	Executive Director	\$106,923	\$125,508	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Martin De Porres Residence Inc	ME	\$284,357	Executive Director	\$63,069	\$65,613	2024
Wilson County Casa	TN	\$281,479	Executive Director	\$75,000	\$81,905	2024
Usvets - Arizona	CA	\$399,672	President & Ceo	\$18,095	\$16,713	2023
Obx Room In The Inn	NC	\$279,914	President Ceo	\$26,000	\$27,911	2024
Santa Fe Community Housing Trust	NM	\$279,879	Ceo	\$190,833	\$213,244	2024
Bleeding Disorders Association	SC	\$401,157	Director	\$75,000	\$83,691	2023
Coronado Interfaith Housing Corporation	CA	\$402,681	President	\$12,848	\$11,526	2024
New Mexico Affordable Housing	NM	\$275,453	Executive Director	\$56,077	\$62,662	2024
Dollys Dream Home Rabbit Rescue	MO	\$267,532	Director	\$16,154	\$17,776	2024
Harmony Village Senior Nonprofit Housing Corp	MI	\$415,474	Administrator	\$48,655	\$52,176	2024
Miracles Happen Recovery Residence	GA	\$416,035	Executive Di	\$45,000	\$48,397	2023

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.

Sample, role match & sensitivity

PEER COUNT **48** organizations. Compensation range \$1,509–\$213,244; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$340,116); for reference, expenses \$347,057 and assets \$341,690.
ROLE MATCH	Samuel Jordan, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	81 st
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	48 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 (Samuel Jordan) 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 48 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,148 is reasonable (approximately the 81st 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.