

Chesapeake Bay Housing Inc

Executive Director / CEO

EIN 541687853
 VA · NTEE L20
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Kathey E Vesley, Executive Director / CEO** (\$17,050) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kathey E Vesley — reported title “CHAIRMAN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

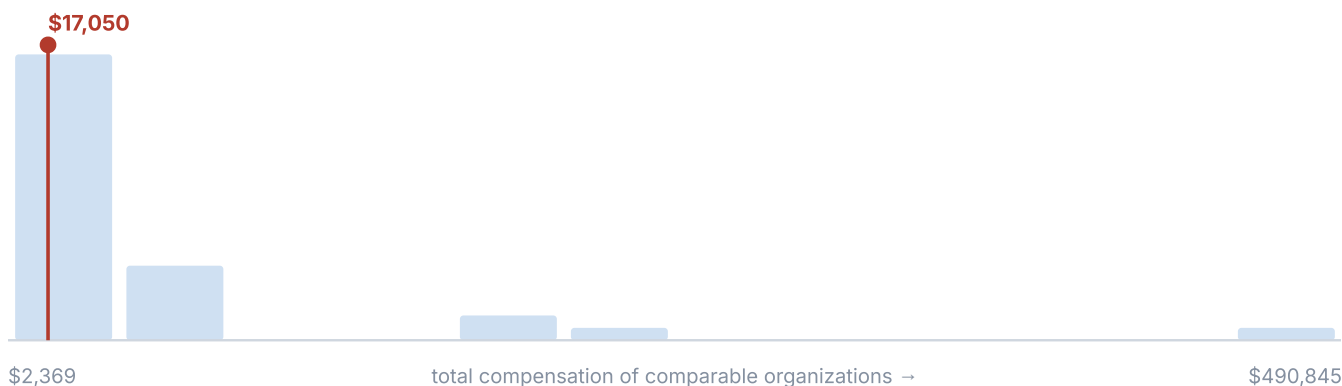
SECTOR Organizations sharing the subject's NTEE classification (L20).

BUDGET Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,540	\$21,857	\$31,469	\$46,455	\$149,649	\$17,050
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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 VA 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
Asset Holdings Inc	GA	\$0	Ceo/director	\$471,348	\$490,845	2024
Provident Group Girard Properties Inc	LA	\$0	President	\$27,395	\$32,165	2023
Douglas Gardens Holding Corp Inc	FL	\$0	President	\$14,478	\$14,086	2024
Fhcsd Housing Inc	CA	\$0	President, Ceo	\$60,907	\$56,079	2023
Cpnj-laurel Inc	NJ	\$0	President - Ceo	\$19,321	\$17,866	2024
Esperanza Rhf Housing	CA	\$0	President/ceo	\$76,739	\$68,629	2024
Nsi - Lincoln County	MO	\$0	Ceo	\$5,743	\$6,300	2024
Perth Amboy Housing Inc	NJ	\$0	Executive Director	\$256,277	\$236,980	2024
1559 Boone Avenue Housing Development	NY	\$0	Ceo	\$41,741	\$39,064	2024
Menorah Plaza Housing Corporation	MN	\$0	Ceo	\$22,194	\$22,713	2024
Pine Gardens li Inc	CA	\$0	Cfo	\$32,291	\$28,878	2024
George Street Housing Inc	MA	\$0	President	\$43,890	\$40,848	2024
Wca Development Corporation	CA	\$0	President	\$29,978	\$26,810	2024
Visitacion Valley Affordable Housing	CO	\$0	President	\$22,009	\$21,857	2024
Tulsa Community Loan Fund Inc	OK	\$0	Executive Director	\$21,922	\$25,001	2024
Meadow On Seneca Housing Development	NY	\$0	President	\$35,098	\$32,847	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Corona-ely Ranch Inc	CA	\$0	President	\$39,896	\$35,680	2024
Greater Rochester Partnership	NY	\$0	President	\$26,994	\$25,263	2024
Supportive Housing Inc	TX	\$0	President And Ceo	\$44,840	\$46,455	2024
Ccbc Properties Inc	MA	\$0	President & Ceo	\$28,286	\$25,647	2025
Hdf Community Land Trust Inc	CT	\$0	President & Secretary	\$8,446	\$7,990	2025
Icl Southern Boulevard Housing	NY	\$0	Chair Person	\$25,107	\$24,191	2023
Cucs Housing Development Fund	NY	\$0	President	\$46,481	\$44,785	2023
Vanguard Housing Solutions Inc	GA	\$0	Former Presi	\$2,210	\$2,369	2023
Reseda Ranch	CA	\$0	President & Ceo Of New Horizons	\$8,068	\$7,428	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 33 organizations. Compensation range \$2,369–\$490,845; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$0); for reference, expenses \$3,347 and assets \$196,995. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Kathey E Vesley, reported title " <i>CHAIRMAN</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	27 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 (Kathey E Vesley) 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 33 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,050 is reasonable (approximately the 21st 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.