

# Blue Ridge Housing Network Inc

Executive Director / CEO

EIN 541773623  
 VA · NTEE L30Z  
 FY ending 2025-06-30  
 June 13, 2026

This analysis benchmarks the total compensation of **Lorie E Noakes, Executive Director / CEO** (\$55,790) against **every comparable organization** that fit the selection criteria — **1278** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Lorie E Noakes — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L30Z).
BUDGET	Total revenue between \$308,266 and \$690,148 — 0.67x to 1.50x the subject's \$460,099 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

**1,278** organizations qualified on sector, size, and geography → **1,278** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,535	\$24,815	\$49,270	\$72,570	\$102,691	\$55,790
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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
<a href="#">Main Plaza Conservancy</a>	TX	\$460,080	Executive Director	\$65,962	<b>\$70,145</b>	2024
<a href="#">Peace Presbyterian Village</a>	MI	\$460,195	Administrator	\$47,128	<b>\$51,713</b>	2024
<a href="#">Patuxent Habitat For Humanity Inc</a>	MD	\$460,198	Office Manager	\$56,280	<b>\$57,588</b>	2023
<a href="#">5199 Mission Street Senior Housing Inc</a>	CA	\$460,301	Executive Dir.	\$13,111	<b>\$12,391</b>	2023
<a href="#">United Church Residences Of Burlington</a>	OH	\$459,652	Treasurer	\$34,230	<b>\$39,680</b>	2023
<a href="#">Project Libertad</a>	PA	\$459,560	Executive Dir.	\$73,089	<b>\$77,485</b>	2024
<a href="#">Mckendree Lambuth At Gallatin Inc</a>	TN	\$459,465	President	\$46,401	<b>\$53,383</b>	2023
<a href="#">Edward Romero Terrace</a>	FL	\$460,871	Executive Vp	\$72,591	<b>\$72,496</b>	2024
<a href="#">Suncoast Charities For Children Inc</a>	FL	\$460,955	Executive Director	\$128,480	<b>\$128,311</b>	2024
<a href="#">Calvary Refuge Inc</a>	GA	\$461,266	Executive Dir.	\$84,706	<b>\$90,544</b>	2024
<a href="#">Vision Personal Care Home Inc</a>	GA	\$461,289	Director	\$101,000	<b>\$107,960</b>	2024
<a href="#">At Jacobs Well Inc</a>	MD	\$458,285	Executive Dir.	\$57,829	<b>\$57,475</b>	2024
<a href="#">Skyline Residences</a>	PA	\$458,111	Executive Director & Presi	\$6,000	<b>\$6,361</b>	2024
<a href="#">Hrpheavensreliefprograminc</a>	TX	\$458,000	Project Manager	\$2,150	<b>\$2,354</b>	2023
<a href="#">State College Community Land Trust Inc</a>	PA	\$462,215	Executive Director	\$54,905	<b>\$59,926</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dlh Low-income Housing Inc</a>	OK	\$462,429	Vice President & Executive Director	\$40,000	<b>\$46,824</b>	2024
<a href="#">Habitat For Humanity International</a>	PA	\$457,691	Executive Di	\$87,990	<b>\$96,038</b>	2023
<a href="#">Chestnut Campus Inc</a>	CA	\$457,585	Ceo (After 6/22)	\$39,101	<b>\$36,954</b>	2023
<a href="#">The Davidson Housing Coalition</a>	NC	\$462,855	Executive Dir.	\$55,000	<b>\$62,200</b>	2023
<a href="#">Boston Public Housing Corporation</a>	MA	\$457,270	President Until 8/4/2023	\$27,754	<b>\$26,513</b>	2024
<a href="#">Casa Tierra Sa-1 Inc</a>	TX	\$456,964	Dir/pres	\$48,000	<b>\$51,044</b>	2024
<a href="#">2life Realty Inc</a>	MA	\$456,866	Ceo, President	\$13,523	<b>\$13,300</b>	2023
<a href="#">United Church Residences Of North Lewisburg Ohio Inc</a>	OH	\$463,457	Treasurer	\$34,230	<b>\$39,680</b>	2023
<a href="#">United Church Residences Of Greenwood</a>	OH	\$456,733	Treasurer	\$50,772	<b>\$57,168</b>	2024
<a href="#">Villa At Meadow View Inc</a>	MA	\$456,354	President	\$13,889	<b>\$13,268</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **1278** organizations. Compensation range \$84–\$642,617; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$460,099); for reference, expenses \$403,224 and assets \$1,138,160.

ROLE MATCH	Lorie E Noakes, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	712 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	61 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	71 <sup>st</sup>
All sources (D + E + F), adjusted	15 <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 (Lorie E Noakes) 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 13, 2026, comparing compensation against 1278 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,790 is reasonable (approximately the 56<sup>th</sup> 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 13, 2026.