

Bay Aging Apartments West Point Inc

Executive Director / CEO

EIN 541837951

VA · NTEE L20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Kathy Vesley, Executive Director / CEO** (\$17,050) against **every comparable organization** that fit the selection criteria — **257** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Kathy Vesley — reported title "PRESIDENT", 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 \$152,112 and \$340,549 — 0.67x to 1.50x the subject's \$227,033 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

257 organizations qualified on sector, size, and geography → **257** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,297	\$18,210	\$37,227	\$62,128	\$83,484	\$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
Harriets Housing	OR	\$227,843	Executive Director	\$5,000	\$4,951	2023
Fenway Lodging House Inc	MA	\$226,173	Director (As Of 5/24)	\$19,498	\$18,146	2024
Preserve Jade East Apartments Inc	OR	\$225,979	Executive Di	\$34,877	\$33,545	2024
Asi Greeley Ii Inc	MN	\$225,671	President/tr	\$68,006	\$67,802	2025
Cabrini Green Lac Community Development Corporation	IL	\$224,698	Executive Director	\$24,000	\$25,159	2023
Hacfs Properties	AR	\$230,293	Executive Di	\$22,377	\$26,820	2023
Network For Developing Conscious Communities Inc	DC	\$230,497	Executive Director	\$73,126	\$68,423	2023
Long Island Housing Partnership	NY	\$223,347	President	\$58,483	\$56,349	2023
Asi Las Vegas Inc	MN	\$231,078	President/tr	\$65,715	\$69,237	2023
Arlington Apartments Hdgc	NY	\$231,219	Ceo	\$25,826	\$24,170	2024
Cc Housing Inc	NM	\$231,242	President	\$5,505	\$6,314	2023
Rouse Housing Development Fund	NY	\$231,274	Executive Director (To Dec 2023)	\$11,334	\$10,921	2023
Mantua I Corporation	PA	\$221,996	Director Of Construction	\$13,787	\$14,660	2023
Community Housing Iii Inc	OR	\$221,426	President & Ceo (Until Oct. 2023)	\$27,042	\$26,777	2023
Habitat For Humanity Of Shelby	KY	\$232,647	Executive Di	\$43,833	\$50,214	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Directions Housing Corporation	IL	\$221,054	President	\$150,000	\$157,242	2023
The Sea Glass Initiative Inc	AL	\$233,352	Vice Preside	\$53,308	\$58,108	2025
Ford Road Supportive Housing Inc	CA	\$220,641	President	\$43,669	\$40,208	2023
Los Sures 907 Driggs Avenue Hdfc	NY	\$233,514	Executive Director	\$20,221	\$18,924	2024
Corpus Christi Supportive Hsng Inc	MN	\$233,649	President/tr	\$65,715	\$69,237	2023
Macgregor Housing Development Corporation	NC	\$219,798	President	\$41,059	\$43,939	2024
Legacy Affordable Housing Trust	SC	\$219,640	President	\$30,500	\$32,954	2024
Alvarez Court Inc	CA	\$234,805	Ceo	\$47,732	\$43,948	2023
Acacia Real Estate Development Inc	NY	\$218,550	President	\$101,830	\$95,300	2024
Bellflower Oak Street Manor	OR	\$235,966	President	\$75,064	\$72,196	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 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 257 organizations. Compensation range \$418–\$302,347; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$227,033); for reference, expenses \$242,001 and assets \$853,540.

ROLE MATCH	Kathy Vesley, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	162 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	60 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 (Kathy 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 257 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 23rd 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.