

Jonah Affordable Housing

Executive Director / CEO

EIN 582196298

TN · NTEE L21

FY ending 2024-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Harold Nance, Executive Director / CEO** (\$37,497) against **every comparable organization** that fit the selection criteria — **222** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

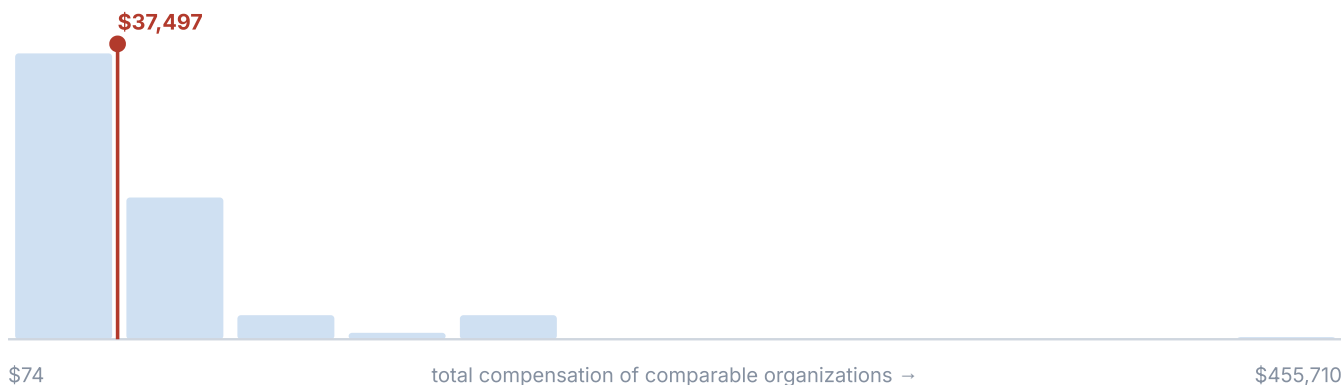
Benchmarked executive: Harold Nance — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$319,240 and \$714,717 — 0.67x to 1.50x the subject's \$476,478 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

222 organizations qualified on sector, size, and geography → **222** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,278	\$18,267	\$34,412	\$53,410	\$83,517	\$37,497
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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 TN 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
Habitat Housing Solutions Inc	FL	\$477,289	President & Ceo	\$31,879	\$29,333	2023
Dublin Transit Eah Inc	CA	\$478,483	President	\$32,623	\$26,800	2024
Alexandria Ministries Inc	CO	\$479,026	President	\$11,727	\$11,013	2023
The Landing Apartments	MN	\$473,206	President & Executive Vp	\$22,614	\$21,258	2024
National Church Residences Development	OH	\$472,912	President	\$46,401	\$46,755	2024
Marin Homes For Independent Living	CO	\$470,536	President	\$22,009	\$20,077	2024
Abbey Rhf Housing Inc	CA	\$483,873	President/ceo	\$68,128	\$55,967	2024
Change Happens Cdc	TX	\$468,693	Executive Director	\$125,000	\$122,469	2023
Great Falls Housing Corporation	NJ	\$468,644	Chair/president	\$11,741	\$10,268	2023
Bristol Gardens Inc	PA	\$466,891	President/ T	\$46,154	\$45,080	2023
Nhdc Hampton Court Apartments Inc	CA	\$487,216	President	\$13,750	\$11,296	2024
United Church Residences Of North Lewisburg Ohio Inc	OH	\$463,457	Treasurer	\$34,230	\$35,510	2023
United Church Residences Of Burlington	OH	\$459,652	Treasurer	\$34,230	\$35,510	2023
Continental Gardens Housing Corporation	MT	\$493,615	Executive Director	\$19,661	\$20,162	2024
Wayne Densch Center Inc	FL	\$494,994	Former Executive Director	\$81,522	\$75,010	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sayre Christian Village Apts Ii Inc	KY	\$495,528	Non-voting Board Member	\$6,346	\$6,486	2024
Villa At Meadow View Inc	MA	\$456,354	President	\$13,889	\$11,874	2024
Luther Village Iii Of Dover Inc	DE	\$498,818	Executive Director	\$5,345	\$4,979	2024
Augusta Voa Elderly Housing Inc	VA	\$453,945	President	\$183,373	\$164,099	2025
Snhs Elderly Housing Iv Inc	NH	\$500,310	Treasurer	\$53,564	\$45,840	2025
Tg_304 Inc	TX	\$451,897	Executive Director	\$29,794	\$28,353	2024
United Church Residences Of West Jackson	OH	\$501,185	Treasurer	\$34,230	\$35,510	2023
Episcopal Housing Of Birmingham Inc	AL	\$451,323	Executive Director	\$13,829	\$14,213	2024
Ruperts Kids Inc	IN	\$450,629	President & Secretary	\$23,700	\$23,777	2024
Sacred Heart Village Ii Inc	CO	\$450,091	President	\$13,716	\$12,512	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 222 organizations. Compensation range \$74–\$455,710; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$476,478); for reference, expenses \$543,863 and assets \$2,191,711.

ROLE MATCH	Harold Nance, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	176 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	59 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	8 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 (Harold Nance) 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 222 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,497 is reasonable (approximately the 59th 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.