

Pathfinder Homes Inc

Executive Director / CEO

EIN 710580036
 AR · NTEE P70Z
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **James Green, Executive Director / CEO** (\$21,642) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: James Green — 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 (P70Z).
- BUDGET** Total revenue between \$74,375 and \$166,512 — 0.67x to 1.50x the subject's \$111,008 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P70), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,197	\$16,151	\$24,274	\$39,877	\$97,546	\$21,642
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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 AR 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
Aase Haugen Foundation Inc	IA	\$113,108	Executive Di	\$20,566	\$20,033	2023
James River Apartments	VA	\$115,728	Executive Director	\$15,818	\$13,197	2024
Community Living Corporation	MA	\$117,622	Ceo	\$23,870	\$18,058	2025
Brotherhood Academy Corporation	TX	\$117,801	Executive Director	\$133,208	\$115,143	2024
Guardian Angel Service	MI	\$118,639	President	\$36,301	\$32,378	2024
Psch 78th Street Ozone Park Housing	NY	\$119,770	Ceo	\$20,684	\$16,151	2024
29th Judicial Casa Program	VA	\$122,260	Executive Di	\$43,576	\$36,357	2024
Autumn Place Inc	MD	\$99,591	President	\$20,272	\$16,861	2023
Discovering Horizons	CA	\$122,636	President & Ceo Of New Horizons	\$8,068	\$6,198	2023
Lewis County United Methodist Ministries	WV	\$97,361	Director	\$25,200	\$24,274	2023
Ltr Housing Corporation	NY	\$125,017	President & Coo	\$23,348	\$18,770	2023
East Bay Housing Options Inc	RI	\$128,443	Executive Director	\$16,653	\$14,206	2023
Quaker Heights Foundation Inc	OH	\$93,192	Chief Executive Officer	\$78,074	\$73,566	2023
Rio Grande Children's Home Foundation	TX	\$92,357	President & Ceo, Board Chair	\$190,419	\$164,596	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fswp-gl lv Inc	PA	\$134,190	Ceo	\$28,093	\$24,924	2023
Blue Water Residential Nonprofit	MI	\$87,761	Executive Director	\$8,971	\$8,002	2024
Abilities At Briar Cliff Inc	FL	\$139,428	President/ceo	\$38,173	\$31,903	2023
Federation Of Organizations Housing	NY	\$75,155	Cfo	\$49,604	\$39,877	2023
Harborside Apartments Inc	NJ	\$74,918	President	\$20,324	\$16,143	2023
Providence World Ministries Inc	TN	\$153,864	Ceo	\$104,312	\$97,546	2023
Asi Willmar Inc	MN	\$161,341	President/tr	\$65,715	\$57,768	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	21 organizations. Compensation range \$6,198–\$164,596; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$111,008); for reference, expenses \$95,091 and assets \$148,562.
ROLE MATCH	James Green, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	48 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	43 rd

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 (James Green) 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 21 similarly situated organizations (Same NTEE sector (P70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,642 is reasonable (approximately the 48th 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.