

Hearth Foundation Inc

Executive Director / CEO

EIN 742516152

AZ · NTEE L41Z

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lynn Hellwig, Executive Director / CEO** (\$14,400) against **every comparable organization** that fit the selection criteria — **311** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

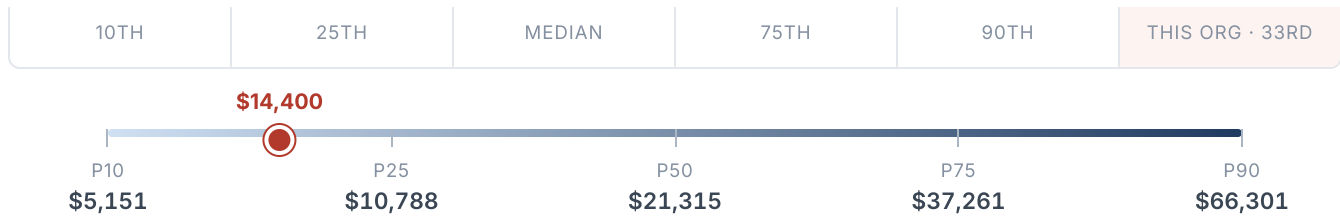
SECTOR	Organizations sharing the subject's NTEE classification (L41Z).
BUDGET	Total revenue between \$38,842 and \$86,961 — 0.67x to 1.50x the subject's \$57,974 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

311 organizations qualified on sector, size, and geography → **311** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,151	\$10,788	\$21,315	\$37,261	\$66,301	\$14,400
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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 AZ 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
Bradstreet Community Housing Corporation	MA	\$57,699	Ceo	\$23,870	\$21,106	2025
Fswp-gl lii Inc	PA	\$57,658	Ceo	\$28,093	\$29,130	2023
Fswp-gl li Inc	PA	\$58,345	Ceo	\$28,093	\$29,130	2023
Mosaic Housing Corp Xvii - Beatrice	NE	\$58,601	President	\$26,896	\$29,216	2024
People Improving Communities And	MA	\$57,247	President/ceo	\$37,728	\$34,241	2024
Traskwood Complex Inc	AR	\$58,775	Executive Director	\$21,642	\$25,295	2023
Passavant Memorial Homes X	PA	\$57,143	Ceo & President	\$36,502	\$36,764	2024
Lamont House Inc	CA	\$57,063	Co-exec Directr	\$20,468	\$17,851	2024
Passavant Memorial Homes V	PA	\$57,057	Ceo & President	\$36,502	\$36,764	2024
Spectrum Haworth Home Inc	NJ	\$57,055	President/ceo	\$54,495	\$49,141	2024
Housing Works Harlem Housing	NY	\$58,953	Secretary	\$27,348	\$25,696	2023
Robstown Housing Facility Corporation	TX	\$56,963	Executive Director	\$2,425	\$2,387	2025
Passavant Memorial Homes Ix	PA	\$59,091	Ceo & President	\$36,502	\$36,764	2024
Communities For Healing & Justice	NY	\$56,807	Executive Director	\$136,500	\$121,363	2025
Coggins Square Inc	CA	\$56,550	President	\$47,242	\$42,417	2023
Crc Housing Corporation	MA	\$59,556	President & Ceo	\$38,739	\$36,197	2023
Partners For Better Housing	AR	\$56,253	Interim Exec Director	\$62,033	\$72,503	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Building Dreams Inc	KY	\$59,695	Executive Director	\$8,929	\$9,439	2025
Hamlin Hotel Corporation	CA	\$56,218	President	\$23,175	\$20,808	2023
Mermentau Elderly Housing	FL	\$59,784	Vice Preside	\$75,384	\$71,523	2024
Creative Housing Inc X	OH	\$55,822	President	\$9,011	\$9,639	2024
Tcrc Cottonwood Cila Nfp	IL	\$55,791	President & Ceo	\$19,496	\$19,358	2024
Arc Cape May Housing Inc	NJ	\$55,752	President	\$14,105	\$12,719	2024
Ocean Housing Development I Inc	NJ	\$60,278	Pres/ceo Non	\$42,001	\$36,897	2025
Shdc No 2 Inc	HI	\$60,311	Exec. Dir./asst Secr.	\$12,721	\$11,842	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	311 organizations. Compensation range \$83–\$297,482; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$57,974); for reference, expenses \$115,721 and assets \$952,649. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lynn Hellwig, reported title <i>"CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	252 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 25 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	33 rd
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	11 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 (Lynn Hellwig) 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 311 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,400 is reasonable (approximately the 33rd 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.