

# Advent Housing Group Inc

Executive Director / CEO

EIN 831556700  
 NC · NTEE L21  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Alanda Richardson, Executive Director / CEO** (\$17,706) against **every comparable organization** that fit the selection criteria — **165** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Alanda Richardson — 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 (L21).
BUDGET	Total revenue between \$69,870 and \$156,427 — 0.67x to 1.50x the subject's \$104,285 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

**165** organizations qualified on sector, size, and geography → **165** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,106	\$11,244	\$21,126	\$45,608	\$61,540	\$17,706
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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 NC 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="#">Bettye Ruth Kay Community Homes Inc</a>	OH	\$104,192	Executive Director (March - July)	\$6,490	<b>\$6,462</b>	2024
<a href="#">Center Housing Development Fund</a>	NY	\$104,492	Pres/ceo/tre	\$32,879	<b>\$27,929</b>	2024
<a href="#">Valley Housing Fund</a>	CO	\$105,102	Executive Di	\$88,123	<b>\$79,433</b>	2024
<a href="#">Guide Nashville Homes Inc</a>	MD	\$105,857	President	\$20,272	<b>\$18,342</b>	2023
<a href="#">Williams Street Apartments Inc</a>	MO	\$102,707	President	\$7,395	<b>\$7,173</b>	2025
<a href="#">Bridgewell Lynn Housing Corporation</a>	MA	\$106,456	Ceo	\$21,300	<b>\$18,524</b>	2023
<a href="#">Rosevine Inc</a>	CA	\$101,792	Ceo	\$47,732	<b>\$39,890</b>	2023
<a href="#">Friendship House Apartments Inc</a>	MO	\$101,720	Chairman	\$15,116	<b>\$15,050</b>	2024
<a href="#">Gracemont House Inc</a>	TX	\$107,130	Secretary/treasurer	\$17,946	<b>\$16,440</b>	2025
<a href="#">Mhccc Housing Corp lic</a>	IL	\$101,337	Director	\$42,513	<b>\$39,289</b>	2024
<a href="#">Augusta Affordable Housing Corporation</a>	GA	\$107,537	Secretary-treasurer	\$46,144	<b>\$43,615</b>	2024
<a href="#">Andrew J Flodin Apartments</a>	AK	\$100,909	Executive Di	\$19,902	<b>\$17,886</b>	2024
<a href="#">Abilities At San Juan Inc</a>	FL	\$107,829	President/ceo	\$38,173	<b>\$34,706</b>	2023
<a href="#">Desert Esperanza Inc</a>	AZ	\$100,118	President/ceo	\$3,000	<b>\$2,712</b>	2024
<a href="#">Camelot Casitas</a>	CO	\$99,574	Vice President	\$35,660	<b>\$32,143</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cpnj Livingston Residence Inc</a>	NJ	\$99,213	Ceo - President	\$17,303	<b>\$14,951</b>	2023
<a href="#">Lutheran Social Services Of Central Ohio</a>	OH	\$99,084	President & Ceo	\$9,088	<b>\$9,316</b>	2023
<a href="#">American Covenant Senior Housing</a>	MT	\$98,902	Executive Director	\$24,000	<b>\$25,038</b>	2023
<a href="#">Venture Cares Option 1 Inc</a>	NY	\$98,635	Chief Executive Officer	\$38,189	<b>\$33,398</b>	2023
<a href="#">Hope Werner Housing Inc</a>	MD	\$110,309	President	\$11,364	<b>\$10,282</b>	2023
<a href="#">Crider Center Choices Inc</a>	MO	\$111,128	Executive Director	\$81,956	<b>\$81,599</b>	2024
<a href="#">Ouabache Village Inc</a>	IN	\$111,556	President	\$44,374	<b>\$43,989</b>	2024
<a href="#">Sky Development Corporation</a>	AL	\$96,983	President	\$48,870	<b>\$51,096</b>	2023
<a href="#">Independent Living Horizons Fifteen Inc</a>	GA	\$96,878	President/ceo	\$21,151	<b>\$20,582</b>	2023
<a href="#">Cedar Lake L'esprit Inc</a>	KY	\$96,498	President & Ceo (See Sch O)	\$11,133	<b>\$11,244</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **165** organizations. Compensation range \$260–\$240,566; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$104,285); for reference, expenses \$136,789 and assets \$171,281.
ROLE MATCH	Alanda Richardson, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	149 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	38 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	35 <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 (Alanda Richardson) 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 165 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,706 is reasonable (approximately the 38<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.