

Capc Supportive Needs Housing Inc

Executive Director / CEO

EIN 833788423

NJ · NTEE L21

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Bernel Hall, Executive Director / CEO** (\$38,513) against **every comparable organization** that fit the selection criteria — **208** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

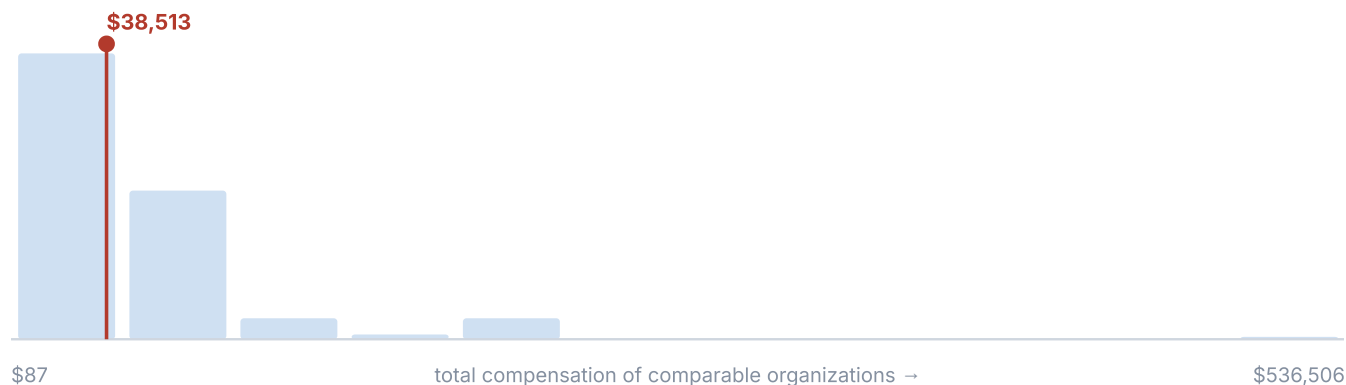
Benchmarked executive: Bernel Hall — reported title “PRESIDENT AND CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$282,520 and \$632,509 — 0.67x to 1.50x the subject's \$421,673 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

208 organizations qualified on sector, size, and geography → **208** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,123	\$23,485	\$40,514	\$60,230	\$90,172	\$38,513
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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 NJ 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
Kerrville Voa Elderly Housing Inc	VA	\$420,511	President	\$183,373	\$193,193	2025
Tg_305 Inc	TX	\$422,913	Executive Director	\$20,876	\$24,080	2023
Mansfield Voa Independent Housing	VA	\$423,146	President	\$179,300	\$193,900	2024
William Booth Residence Inc A Nc Corp (GA	\$424,511	Director / President	\$38,945	\$43,858	2024
Opportunities Unlimited Of Erie Inc	PA	\$425,105	Executive Dir.	\$45,760	\$51,110	2024
Torrington Voa Elderly Housing Inc	VA	\$425,256	President	\$183,373	\$193,193	2025
Oak House Inc	MI	\$426,375	Executive Di	\$72,401	\$83,699	2024
Cypress West Housing Development Fund	NY	\$426,455	Ceo	\$25,826	\$26,138	2024
National Church Residences	OH	\$427,717	President	\$48,755	\$56,346	2025
A Caring Plus Inc	MO	\$413,487	Executive Director	\$34,931	\$42,662	2023
United Church Residence Of Athens	OH	\$431,054	Treasurer	\$50,772	\$60,230	2024
Pagedale Rhf Housing Inc	CA	\$412,108	President/ceo	\$76,739	\$72,304	2025
Lane Manor Rhf Housing Inc	CA	\$411,152	President/ceo	\$68,128	\$65,889	2024
Villa San Pedro Hdc Inc	CA	\$432,245	President	\$69,198	\$66,924	2024
Envision Communities Inc	MN	\$434,949	Chair	\$12,681	\$14,449	2023
Luther Court Inc	PA	\$437,000	Ceo And Chair	\$39,302	\$45,194	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Victoria Voa Elderly Housing Inc	VA	\$437,417	President	\$183,373	\$193,193	2025
Kukui Kauhale Inc	HI	\$437,763	Director	\$46,064	\$46,191	2024
Semiperm Housing Development	NY	\$439,815	President (Through 2/23/24)	\$16,551	\$16,751	2024
Winter Grove Inc	CT	\$440,150	President/ceo	\$81	\$87	2023
Habitat For Humanity Dean Street Housing	NY	\$402,485	Treasurer Until June 2023	\$32,660	\$34,031	2023
Ucc Ix Inc	OH	\$402,296	Treasurer	\$34,230	\$41,806	2023
United Church Residences Of Goshen	OH	\$444,189	Treasurer	\$34,230	\$41,806	2023
Alverno Housing Corporation	WI	\$446,060	President (Thru June 2024)	\$8,312	\$9,723	2024
West Central Mo Prairie Estates Inc	MO	\$397,065	Chief Executive Officer	\$24,797	\$28,658	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 208 organizations. Compensation range \$87–\$536,506; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$421,673); for reference, expenses \$215,874 and assets \$6,821,364. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Bernel Hall, reported title " <i>PRESIDENT AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	165 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	46 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	75 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 (Bernel Hall) 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 208 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,513 is reasonable (approximately the 46th 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.