

Harbor House Of Rochester Inc

Executive Director / CEO

EIN 900357136
 NY · NTEE X99
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Lawrence Jones, Executive Director / CEO** (\$58,226) against **every comparable organization** that fit the selection criteria — **190** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

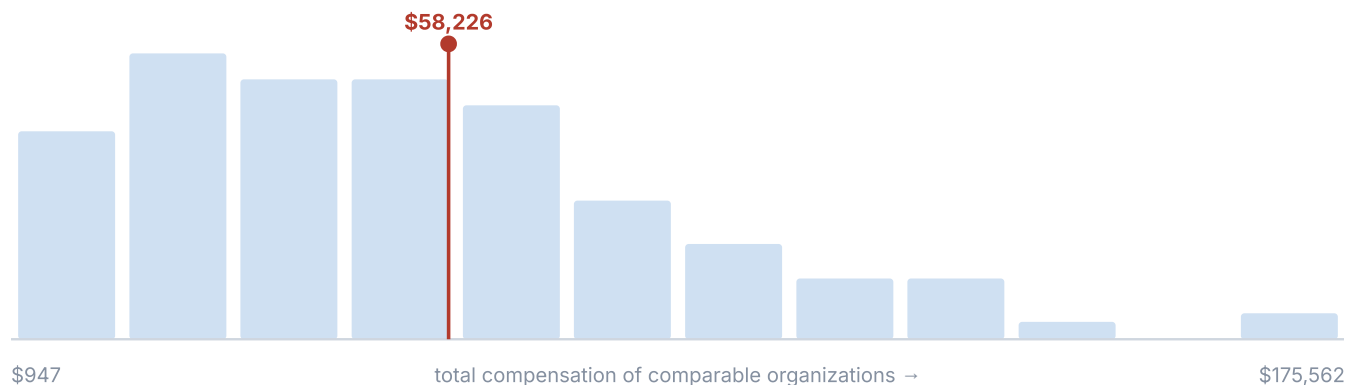
Benchmarked executive: Lawrence Jones — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$121,851 and \$272,802 — 0.67x to 1.50x the subject's \$181,868 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

190 organizations qualified on sector, size, and geography → **190** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,320	\$27,513	\$48,360	\$73,082	\$100,961	\$58,226
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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 NY 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
Good News Radio Broadcasting Inc	AZ	\$182,391	President	\$114,600	\$118,469	2024
Unison Harvest International Inc	CA	\$180,657	President	\$174,296	\$166,556	2023
Transformation Prayer Ministry	SC	\$183,294	Director	\$95,000	\$106,531	2024
Full Gospel Baltimore Church	MD	\$179,955	Pastor	\$23,965	\$24,795	2023
Assembly Care Ministries Inc	NC	\$179,905	Director	\$10,000	\$11,106	2024
Project Lee Ministries Inc	NY	\$179,481	President Ceo	\$70,200	\$68,186	2024
Alameda Muslim League	CA	\$179,144	Imaam Minister	\$46,700	\$44,626	2023
Be The One Ministries	AR	\$184,620	President	\$22,266	\$27,697	2023
Institute For Biblical Counseling & Discipleship	LA	\$184,730	Managing Director	\$800	\$947	2024
Anchor House Inc	FL	\$186,398	Executive Director	\$52,820	\$53,337	2024
Cdaide Inc	ID	\$176,553	Executive Dir.	\$81,580	\$90,880	2025
Randydon Ministries	MI	\$187,387	President	\$98,506	\$109,291	2024
Beauty For Ashes Ministries Inc	TN	\$187,796	Executive Director Vice Pres	\$29,500	\$34,316	2023
The Momentum Group	ID	\$188,950	Ceo	\$43,661	\$49,925	2024
Camp Presmont Inc	OH	\$174,442	Executive Director	\$24,833	\$29,107	2023
North Georgia Interfaith Minis	GA	\$189,684	Exec Director	\$51,365	\$57,155	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
His Healing Light Ministries	CO	\$173,266	Founding Director	\$42,716	\$44,027	2024
Isnag Ministries Foundation	NC	\$171,898	President	\$30,000	\$33,319	2024
Common Grace Ministries Inc	IN	\$171,687	Exec Directo	\$53,655	\$62,617	2023
Vaad Hakashruth Of Kansas City Inc	KS	\$192,474	Executive Director (Term Ended October 2023)	\$51,223	\$61,240	2023
Brent Gambrell Ministries	TN	\$192,827	President	\$47,702	\$55,489	2023
Mision De Jesucristo Fuente De Salvacion	CA	\$168,982	Minister	\$26,400	\$24,504	2024
Eternal Awakenings	TX	\$168,858	President	\$6,000	\$6,452	2024
The Katz-helen And Ray Whittle Jr	GA	\$168,587	Executive Dir.	\$26,460	\$29,443	2023
The Tent Inc	TN	\$195,225	Executive Director	\$39,996	\$46,525	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 190 organizations. Compensation range \$947–\$175,562; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$181,868); for reference, expenses \$122,957 and assets \$1,064,354.

ROLE MATCH	Lawrence Jones, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	61 st
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	58 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 (Lawrence Jones) 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 190 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,226 is reasonable (approximately the 61st 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.