

This analysis benchmarks the total compensation of **Pastor Matt Hennessee, Executive Director / CEO** (\$2,750) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Pastor Matt Hennessee — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L80).

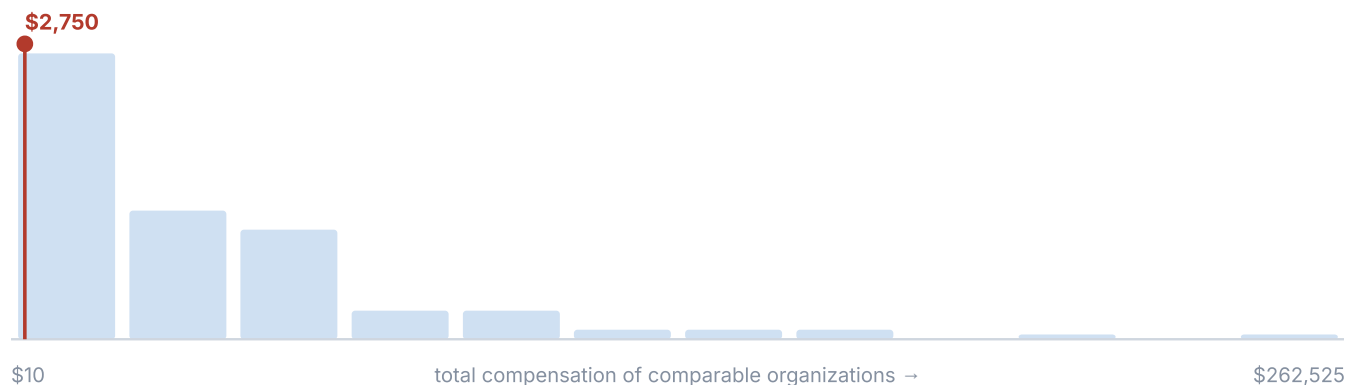
BUDGET Total revenue between \$22,889 and \$51,246 — 0.67x to 1.50x the subject's \$34,164 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

130 organizations qualified on sector, size, and geography

→ **130** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,743

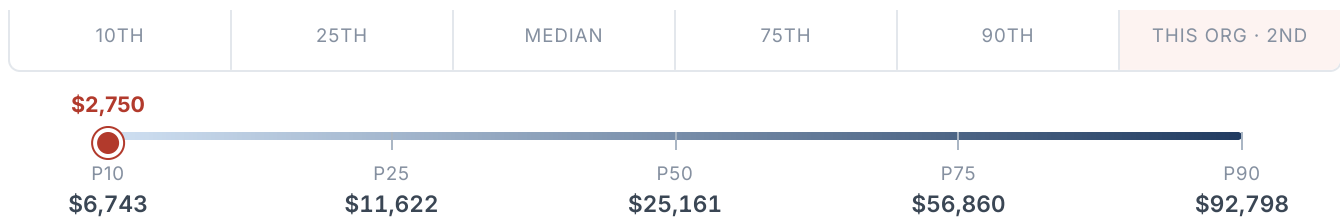
\$11,622

\$25,161

\$56,860

\$92,798

\$2,750



■ 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 OR 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
Hba Charitable & Educational	MI	\$34,044	Executive Officer	\$7,030	\$7,814	2024
Alaw Ogden Gardens Inc	PA	\$33,948	Director Of Construction	\$13,787	\$15,242	2023
Friendship Senior Options Foundation Nfp	IL	\$34,533	Ceo	\$24,360	\$25,789	2024
Pch Homes Inc	NJ	\$33,783	Executive Director	\$37,693	\$37,309	2023
Partnership Housing Inc	CA	\$34,591	Chief Executive Officer	\$12,105	\$11,589	2023
Somersworth Community Development	NH	\$33,722	Member	\$10	\$10	2024
Southwest Neighborhood Housing Corp	CO	\$34,711	Executive Director	\$8,935	\$9,226	2024
Fswp-gl V Inc	PA	\$33,611	Ceo	\$28,093	\$31,059	2023
Neighborhood Housing Services Of	PA	\$33,483	Ceo, Assistant Treasurer	\$25,763	\$27,665	2024
Construction Specifications Institute	TN	\$33,260	Chief Executive Officer	\$56,581	\$64,044	2024
Center For Housing Resources	TX	\$33,160	Executive Dir.	\$86,029	\$92,667	2024
Mosaic Housing Corp Viii	NE	\$35,443	President	\$26,896	\$31,151	2024
Miracleplace Pasco Initiative Inc	FL	\$32,864	Cfo	\$20,166	\$20,400	2024
Creative Housing Inc Ix	OH	\$35,583	President	\$9,011	\$10,277	2024
Fellowship Realty Corp Of Massachusetts Inc	RI	\$35,635	President	\$45,988	\$48,887	2023
Bridge Impact Capital	CA	\$32,684	President	\$45,067	\$41,905	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dreamkey Partners Mortgage Inc	NC	\$32,610	President	\$40,412	\$44,964	2024
Rotary Valley Inc	CA	\$32,377	Evp/cfo	\$120,262	\$111,824	2024
Fcs Community Finance Inc	GA	\$36,024	President	\$31,662	\$35,294	2023
Shenandoah Housing Corporation	VA	\$32,294	Vice President	\$21,899	\$22,769	2024
Sherman Oaks Services Corporation	CA	\$32,208	President	\$7,252	\$6,743	2024
Lifetime Housing Development Corporation	NY	\$31,753	President & Ceo	\$19,027	\$18,514	2024
Mp St Matthew Inc	CA	\$31,437	Cfo / Assistant Secretary	\$77,467	\$72,032	2024
Ashmore Homes Inc	MD	\$31,435	Chair	\$7,418	\$7,688	2023
Independence Iv Inc	NJ	\$31,417	President	\$59,141	\$56,860	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	130 organizations. Compensation range \$10–\$262,525; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$34,164); for reference, expenses \$97,719 and assets \$1,008,961. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Pastor Matt Hennessee, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	109 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	1 st

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 (Pastor Matt Hennessee) 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 130 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,750 is reasonable (approximately the 2nd 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.