

# Ridgeway Village Associates Inc

Executive Director / CEO

EIN 931216396

OR · NTEE L80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ray Hackworth, Executive Director / CEO** (\$21,359) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

## How comparable organizations were selected

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

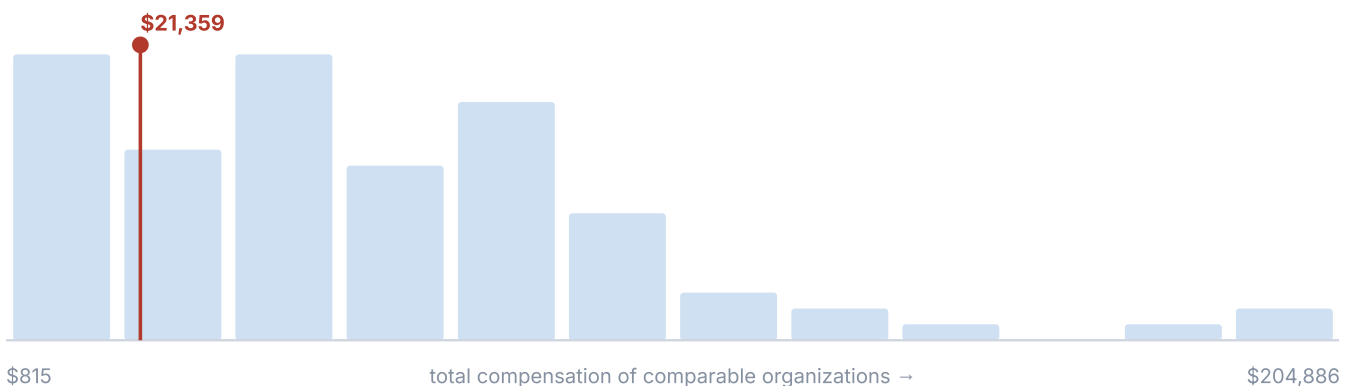
**BUDGET** Total revenue between \$237,075 and \$530,766 — 0.67x to 1.50x the subject's \$353,844 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (L80), nationwide + budget 0.67-1.5x revenue.

**91** organizations qualified on sector, size, and geography

→ **91** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$12,255</b> 10TH	<b>\$25,098</b> 25TH	<b>\$50,458</b> MEDIAN	<b>\$80,702</b> 75TH	<b>\$102,566</b> 90TH	<b>\$21,359</b> THIS ORG · 21ST
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■ **Comparable organizations**

P50
P75
P90

**\$12,255**
**\$25,098**
**\$50,458**
**\$80,702**
**\$102,566**

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	TOTAL REVENUE	TOTAL COMP	SOURCE
Milwaukee Community Land Trust Ltd	WI	\$354,106	<b>\$90,965</b>	990
Partners In Opportunity Inc	CA	\$355,752	<b>\$46,492</b>	990
Tamalpais Pacific	CA	\$356,450	<b>\$33,474</b>	990
Supportive Housing Association	NJ	\$349,686	<b>\$62,426</b>	990
Mercy Gardens	CO	\$349,249	<b>\$45,828</b>	990
New Hope Community Development Non Profit Housing	MI	\$349,165	<b>\$114,388</b>	990
Sunshine Home Share Colorado	CO	\$342,641	<b>\$79,729</b>	990
Mission 24 Inc	TX	\$366,197	<b>\$46,704</b>	990
Pacific Housing Oahu Corporation -	HI	\$371,369	<b>\$12,255</b>	990
Mhc Chula Vista Non-profit Housing Inc	AZ	\$371,790	<b>\$17,724</b>	990
Petra Community Housing	PA	\$335,521	<b>\$59,081</b>	990
The Southern California Housing	CA	\$372,480	<b>\$12,419</b>	990
Metzger Park Apartments Inc	OR	\$334,989	<b>\$144,775</b>	990
Southeastern North Carolina Community Development Corp	NC	\$377,580	<b>\$9,505</b>	990
Gtbi Development Corp	OH	\$379,083	<b>\$22,083</b>	990
Wisconsin Business Innovation	WI	\$326,115	<b>\$48,426</b>	990
Ccu Student Housing Foundation	SC	\$326,037	<b>\$23,815</b>	990
Mercy Bond Properties Nebraska I	CO	\$325,173	<b>\$35,522</b>	990
Home Ownership Made Easy	WI	\$325,162	<b>\$82,932</b>	990
Baytown Supportive Housing Inc	MN	\$323,402	<b>\$69,922</b>	990
Housing Assistance Corporation Of Jasper Alabama	AL	\$322,117	<b>\$17,186</b>	990
The Admiral At The Lake Foundation	IL	\$322,028	<b>\$1,915</b>	990
Oasis Of Hope Community Development Corporation In	FL	\$319,374	<b>\$84,277</b>	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Sacramento Community Land Trust Inc	CA	\$318,590	<b>\$96,157</b>	990
Guardian Angel Life Services Inc	NE	\$315,505	<b>\$64,968</b>	990

## ■ 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	91 organizations. Compensation range \$815–\$204,886; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$353,844); for reference, expenses \$355,670 and assets \$563,751.
ROLE MATCH	Ray Hackworth, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	36 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	74 <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

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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 (Ray Hackworth) 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 91 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,359 is reasonable (approximately the 21<sup>st</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). 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.