

Chynoweth Housing Inc

Executive Director / CEO

EIN 943314302

CA · NTEE L20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Linda Mandolini, Executive Director / CEO** (\$41,962) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Linda Mandolini — 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 (L20).

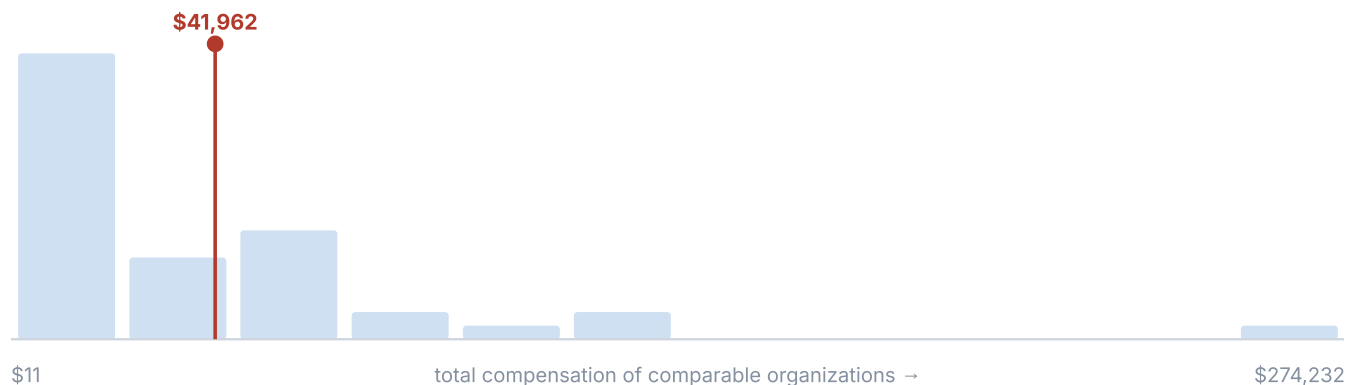
BUDGET Total revenue between \$18,756 and \$41,992 — 0.67x to 1.50x the subject's \$27,995 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography

→ **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,031

\$11,998

\$22,166

\$59,396

\$75,244

\$41,962



● 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 CA 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
Habitat For Humanity Of Cherokee	SC	\$26,835	Executive Di	\$5,090	\$5,973	2024
Race Housing Corporation	OH	\$26,596	Ceo	\$14,293	\$17,029	2024
Mid-peninsula Holy Family Corporation	CA	\$25,813	Cfo / Assistant Secretary	\$77,467	\$75,244	2024
Beam Homes Inc	MD	\$25,678	President	\$20,272	\$21,948	2023
W A F A	WA	\$25,054	Executive Director	\$15,800	\$16,382	2023
Pathstone Alliance For Better Housing	PA	\$24,967	President	\$2,614	\$2,932	2024
Newbridge Housing Ii Inc	NJ	\$24,757	Ceo	\$11,980	\$12,031	2024
Independence Iii Inc	NJ	\$24,667	President	\$59,141	\$59,396	2024
Independence Iv Inc	NJ	\$31,417	President	\$59,141	\$59,396	2024
Ashmore Homes Inc	MD	\$31,435	Chair	\$7,418	\$8,031	2023
Mp St Matthew Inc	CA	\$31,437	Cfo / Assistant Secretary	\$77,467	\$75,244	2024
Lifetime Housing Development Corporation	NY	\$31,753	President & Ceo	\$19,027	\$19,340	2024
Rotary Valley Inc	CA	\$32,377	Evp/cfo	\$120,262	\$116,812	2024
Salt & Light Housing I Inc	NJ	\$23,305	President	\$59,141	\$59,396	2024
Center For Housing Resources	TX	\$33,160	Executive Dir.	\$86,029	\$96,800	2024
Fswp-gl V Inc	PA	\$33,611	Ceo	\$28,093	\$32,444	2023
Somersworth Community Development	NH	\$33,722	Member	\$10	\$11	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alaw Ogden Gardens Inc	PA	\$33,948	Director Of Construction	\$13,787	\$15,922	2023
Hba Charitable & Educational	MI	\$34,044	Executive Officer	\$7,030	\$8,162	2024
Boston Homeowner Services Collaborative	MA	\$21,771	Chief Executive Officer	\$39,784	\$41,402	2023
Partnership Housing Inc	CA	\$34,591	Chief Executive Officer	\$12,105	\$12,105	2023
Southwest Neighborhood Housing Corp	CO	\$34,711	Executive Director	\$8,935	\$9,638	2024
Fellowship Realty Corp Of Massachusetts Inc	RI	\$35,635	President	\$45,988	\$51,068	2023
Independence I Inc	NJ	\$19,698	President	\$59,141	\$59,396	2024
Wynnton Neighborhood Housing Inc	GA	\$19,043	Ex-officio Exec Secretary	\$24,000	\$27,144	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	41 organizations. Compensation range \$11–\$274,232; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$27,995); for reference, expenses \$186,444 and assets \$25,000. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Linda Mandolini, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	66 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Linda Mandolini) 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 10, 2026, comparing compensation against 41 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,962 is reasonable (approximately the 66th 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 10, 2026.