

Cypress Homes Hdgc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Michelle N Neugebauer, Executive Director / CEO** (\$25,826) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Michelle N Neugebauer — reported title "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).

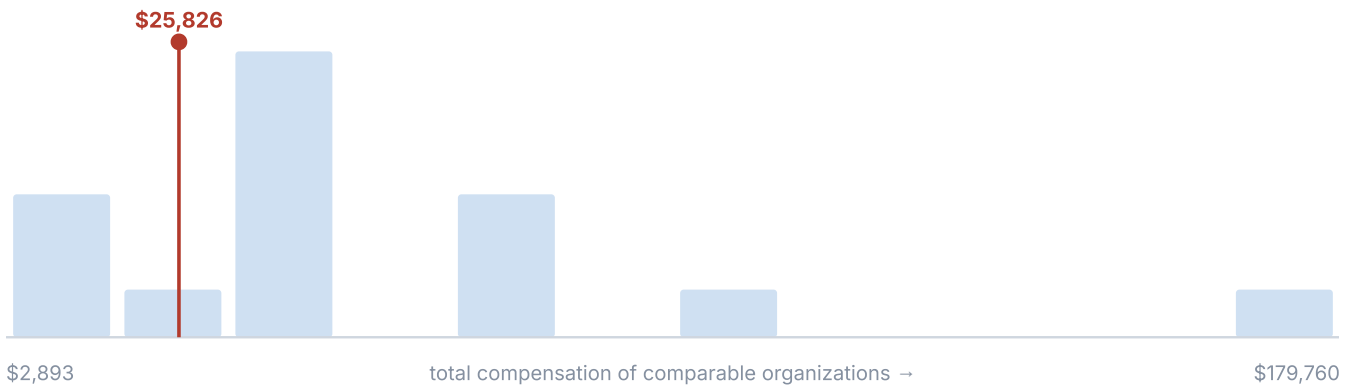
BUDGET Total revenue between \$80,412 and \$180,028 — 0.67x to 1.50x the subject's \$120,019 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L21) + NY + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,721	\$30,289	\$39,317	\$72,969	\$87,079	\$25,826
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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
Ocl Properties X Inc	NY	\$120,273	Chief Financial Officer	\$73,290	\$73,290	2024
Urban League Of Rochester Economic	NY	\$117,495	President/ceo	\$36,309	\$36,309	2024
Ocl Properties Xiv Inc	NY	\$133,621	Chief Financial Officer	\$73,290	\$73,290	2024
Center Housing Development Fund	NY	\$104,492	Pres/ceo/tre	\$32,879	\$32,879	2024
Providence Brown Street Housing	NY	\$137,172	President	\$2,810	\$2,893	2023
Venture Cares Option 1 Inc	NY	\$98,635	Chief Executive Officer	\$38,189	\$39,317	2023
East 100 Housing Development Fund	NY	\$146,193	Ceo	\$4,614	\$4,750	2023
Nycha Iii Parent Housing Development	NY	\$147,391	President & Ceo	\$96,272	\$96,272	2024
Cynthia Gardens Housing Development	NY	\$88,911	Executive Director	\$12,178	\$12,178	2024
Chase Housing Corporation	NY	\$152,036	President & Ceo	\$27,698	\$27,698	2024
Happiness House Apartments Housing	NY	\$154,586	President	\$39,934	\$39,934	2024
Share Xinc	NY	\$169,049	Executive Director	\$70,564	\$72,648	2023
Bronxview Housing Development	NY	\$174,918	Treasurer/secretary	\$44,892	\$44,892	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Harlem Restoration Project Inc	NY	\$175,330	Exe Dir	\$40,000	\$38,969	2025
Mental Retardation Communityservices Of Nassau County - Project	NY	\$179,171	Chief Executive Officer	\$179,760	\$179,760	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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	15 organizations. Compensation range \$2,893–\$179,760; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$120,019); for reference, expenses \$158,012 and assets \$779,859.
ROLE MATCH	Michelle N Neugebauer, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	0 th

All sources (D + E + F), adjusted

27th

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 (Michelle N Neugebauer) 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 15 similarly situated organizations (Same NTEE sector (L21) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,826 is reasonable (approximately the 20th 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.