



● 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 FL 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
National Steelworkers Oldtimers	FL	\$451,562	Vice Preside	\$75,384	\$73,441	2025
Westminster Asbury East Inc	FL	\$442,573	Ceo/presiden	\$36,488	\$37,566	2023
Ehdoc Shaker Blvd Inc	FL	\$492,039	Vice Preside	\$75,384	\$75,384	2024
Jacksonville Gardens Inc	FL	\$390,748	Vice Preside	\$72,591	\$72,591	2024
Ncscusa Housing Development Corp	FL	\$510,114	Vice Preside	\$75,384	\$75,384	2024
Ncscusa Housing Development Corp	FL	\$512,858	Vice Preside	\$75,384	\$75,384	2024
Vernon Senior Citizens Housing	FL	\$380,327	Vice Preside	\$75,384	\$73,441	2025
John Marvin Tower	FL	\$350,924	Vice Preside	\$72,591	\$72,591	2024
Peninsula Housing Development Inc Xviii	FL	\$336,692	Director	\$25,136	\$25,136	2024
Gis Housing Iv Inc	FL	\$569,554	Pres./ceo At Goodwill Ind-sun.	\$47,474	\$48,876	2023
Senior Citizens Housing Development	FL	\$570,031	Director/vp	\$72,591	\$72,591	2024
Mmiii Inc	FL	\$322,106	Vice Preside	\$75,384	\$75,384	2024
Peninsula Housing Development Inc Ix	FL	\$586,002	President	\$16,582	\$16,582	2024
Pine Grove Housing Development	FL	\$592,545	Director / V	\$72,591	\$72,591	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Senior Citizens Hsg Develop Corp Of	FL	\$632,914	Vice Preside	\$75,384	\$75,384	2024
St Cloud Villas Phase Ii Inc	FL	\$637,684	Chief Executive Officer	\$7,116	\$7,326	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	16 organizations. Compensation range \$7,326–\$75,384; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$447,572); for reference, expenses \$435,177 and assets \$387,366.
ROLE MATCH	Connie Lindsay, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	31st
Total compensation (D + F), as reported (no adjustments)	31st
Reportable pay only (column D), adjusted	100th
All sources (D + E + F), adjusted	0th

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 (Connie Lindsay) 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 16 similarly situated organizations (Same NTEE sector (L22) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,910 is reasonable (approximately the 31st 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.