

Homer-cortland Community Agency Inc

Executive Director / CEO

EIN 030573516
 NY · NTEE S20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cindy Stoker, Executive Director / CEO** (\$72,500) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

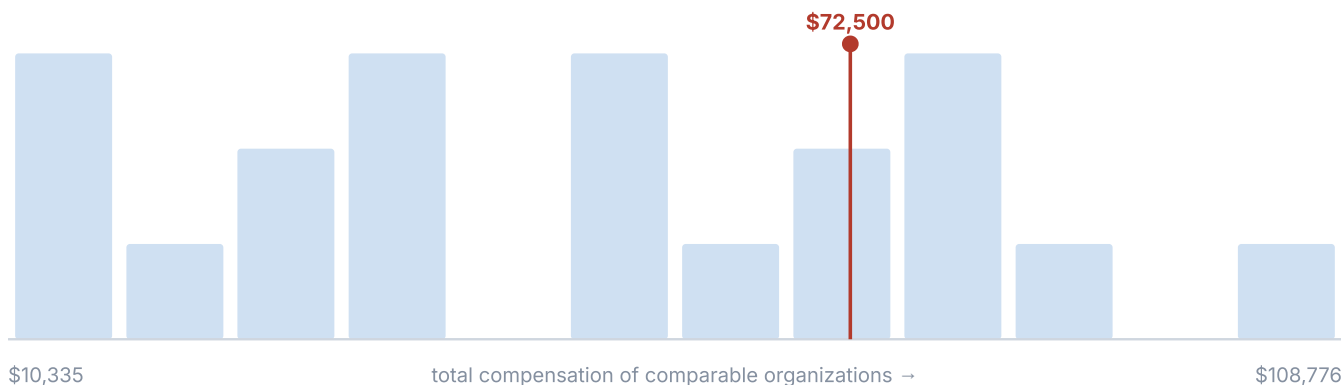
Benchmarked executive: Cindy Stoker — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$177,299 and \$396,939 — 0.67x to 1.50x the subject's \$264,626 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20) + NY + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,807	\$29,134	\$57,830	\$73,679	\$79,867	\$72,500
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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
Greater Port Washington Business	NY	\$254,031	Executive Dir.	\$61,700	\$59,930	2024
Greater Bethel Community Development Corporation	NY	\$248,332	Executive Director	\$30,000	\$29,139	2024
Ocean Parkway Community Development Corp	NY	\$247,942	Executive Director	\$12,151	\$11,802	2024
The Montague Street District Management	NY	\$284,926	Executive Direc	\$61,285	\$59,527	2024
Grinding Stone Collective Inc	NY	\$240,267	Ceo And Board Vice President	\$91,800	\$89,166	2024
Allen Ame Neighborhood Preservation & Developme	NY	\$214,996	Executive Director	\$72,337	\$72,337	2023
Central Adirondack Partnership For	NY	\$316,243	Executive Di	\$59,980	\$58,259	2024
Springboard Incubators Inc	NY	\$208,632	President/ceo	\$10,640	\$10,335	2024
Bayside Village Business Improvement	NY	\$322,011	Executive Dir.	\$38,178	\$37,083	2024
Kingsbridge District Management Association Inc	NY	\$330,509	Exec Director	\$40,365	\$39,207	2024
Homsite Fund Inc	NY	\$333,879	Director	\$19,020	\$18,474	2024
Hellgate Management Corporation	NY	\$334,528	President	\$70,634	\$70,634	2023
Rochester Hope Inc	NY	\$334,931	Executive Director	\$24,279	\$23,582	2024
Schenectady Greenmarket Inc	NY	\$193,489	Executive Director	\$29,120	\$29,120	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
East Village Community	NY	\$189,528	Executive Director	\$81,163	\$78,834	2024
86th Street Bay Ridge District	NY	\$340,050	Executive Direc	\$60,660	\$57,401	2025
Core Services Group Inc	NY	\$357,047	Vp Of General Coun	\$108,776	\$108,776	2023
Southern Boulevard District	NY	\$358,177	Executive Di	\$82,308	\$77,886	2025
Kingsbridge Riverdale Van Cortland Development Co	NY	\$384,653	Executive Director	\$37,668	\$37,668	2023
West Brighton Community	NY	\$388,047	Executive Di	\$80,000	\$77,705	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 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 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	20 organizations. Compensation range \$10,335–\$108,776; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$264,626); for reference, expenses \$293,721 and assets \$2,850,687.
ROLE MATCH	Cindy Stoker, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	75th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	60 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 (Cindy Stoker) 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 20 similarly situated organizations (Same NTEE sector (S20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,500 is reasonable (approximately the 75th 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.