

Community Services Housing Development

Executive Director / CEO

EIN 112598992

NY · NTEE L52Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Albion Liburd, Executive Director / CEO** (\$9,231) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Albion Liburd — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L52Z).

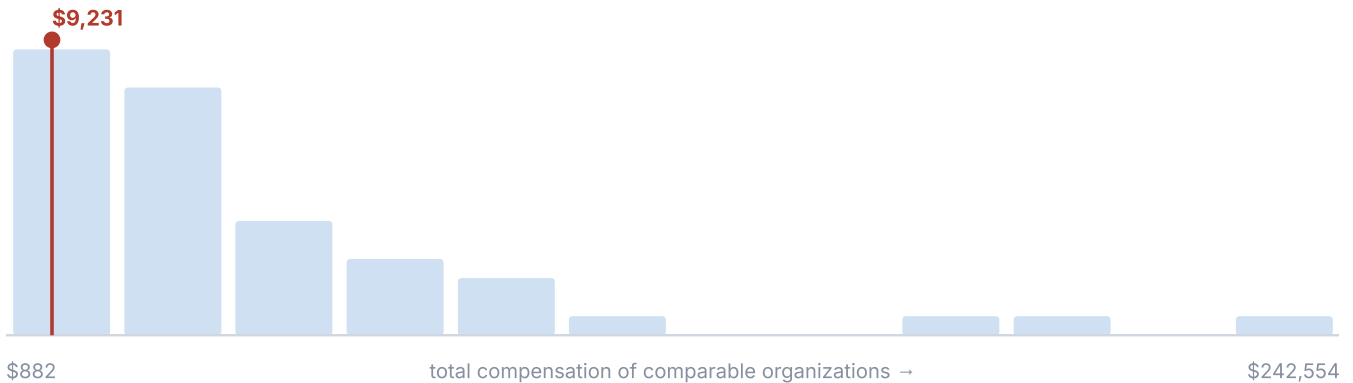
BUDGET Total revenue between \$12,025 and \$26,922 — 0.67x to 1.50x the subject's \$17,948 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

45 organizations qualified on sector, size, and geography

→ **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,731	\$16,753	\$28,041	\$58,435	\$98,933	\$9,231
---------	----------	----------	----------	----------	---------



■ 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
Walker Housing Fund Dima-fi Lm	NJ	\$18,423	Trustee	\$16,309	\$16,591	2023
Center For Building In	NY	\$18,535	President	\$171,825	\$176,900	2023
Compass Foundation	NV	\$17,067	President	\$30,000	\$33,278	2024
Wynnton Neighborhood Housing Inc	GA	\$19,043	Ex-officio Exec Secretary	\$24,000	\$26,705	2024
Sands Drive Housing Inc	CA	\$16,528	Executive Director	\$246,543	\$242,554	2023
Comact Housing Corporation	CO	\$19,487	Executive Director Of Housing	\$25,667	\$28,041	2023
Kentucky Realtors Relief Foundation Inc	KY	\$16,320	Chief Executive Officer	\$16,051	\$19,647	2023
Independence I Inc	NJ	\$19,698	President	\$59,141	\$58,435	2024
Creative Housing Inc Viii	OH	\$19,886	President	\$8,713	\$10,514	2023
Episcopal Housing Foundation Of	RI	\$15,377	Trustee	\$57,923	\$63,280	2023
Block 23 Housing Corporation	CO	\$20,670	Ceo	\$29,760	\$32,512	2023
National Community Renaissance	FL	\$15,125	President	\$13,750	\$14,295	2024
Maher Homes Inc	MD	\$20,831	President	\$20,272	\$21,593	2023
Telacu Homes Inc	CA	\$14,997	Pres/director	\$29,053	\$27,763	2024
Acacia Puerto Rico Inc	NY	\$21,000	President	\$101,830	\$101,830	2024
Kimmel Housing Development Foundation	NY	\$14,633	Secretary/ceo/director	\$91,754	\$94,464	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Help Opportunities And Programs	CA	\$21,416	President	\$3,000	\$2,867	2024
Miriam And Robert M Rieder House Inc	PA	\$21,471	Executive Director	\$23,138	\$25,535	2024
Stuart Retirement Homes Inc	IA	\$21,532	President	\$728	\$882	2024
Boston Homeowner Services Collaborative	MA	\$21,771	Chief Executive Officer	\$39,784	\$40,732	2023
Memorial Drive Community	IL	\$14,041	President & Ceo	\$50,615	\$55,067	2024
Porchlight Foundation Inc	WI	\$21,976	Secretary	\$30,000	\$35,696	2023
Elks National Home And Retirement Center	IL	\$22,052	Grand Secretary	\$21,257	\$23,127	2024
Campus Of Learners Foundation	WA	\$13,557	Secretary/tr	\$52,700	\$52,215	2024
Tarheel Regional Community Development Corporation	NC	\$22,625	President	\$12,000	\$14,126	2023

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 45 organizations. Compensation range \$882–\$242,554; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$17,948); for reference, expenses \$53,484 and assets \$1,983,114. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Albion Liburd, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	34 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	11 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	9 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 (Albion Liburd) 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 45 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,231 is reasonable (approximately the 11th 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.