

# Cypress West Housing Development Fund

Executive Director / CEO

EIN 113294777

NY · NTEE L21

FY ending 2024-12-31

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 — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

**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).

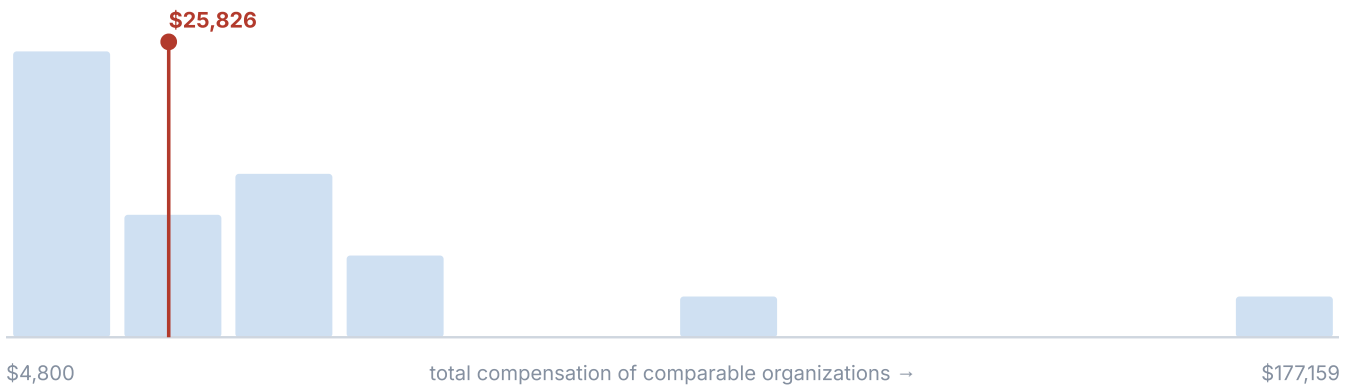
**BUDGET** Total revenue between \$285,724 and \$639,682 — 0.67x to 1.50x the subject's \$426,455 (the band tightens as size grows).

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

**18** organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,610	\$9,431	\$26,864	\$40,193	\$67,645	<b>\$25,826</b>
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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
<a href="#">Semiperm Housing Development</a>	NY	\$439,815	President (Through 2/23/24)	\$16,551	<b>\$16,551</b>	2024
<a href="#">Habitat For Humanity Dean Street Housing</a>	NY	\$402,485	Treasurer Until June 2023	\$32,660	<b>\$33,625</b>	2023
<a href="#">Ph Affordable Housing Fund Inc</a>	NY	\$395,703	President/ceo	\$172,076	<b>\$177,159</b>	2023
<a href="#">New Hull Street Housing Development Fund</a>	NY	\$379,115	President	\$38,386	<b>\$39,520</b>	2023
<a href="#">Gregene Housing Development</a>	NY	\$376,891	Executive Di	\$7,170	<b>\$7,382</b>	2023
<a href="#">Oswego Housing Development Council Inc</a>	NY	\$375,888	Excutive Director	\$50,000	<b>\$51,477</b>	2023
<a href="#">45th Avenue Housing Company</a>	NY	\$368,486	President/ceo/director	\$103,218	<b>\$103,218</b>	2024
<a href="#">58-60 Manhattan Avenue Housing</a>	NY	\$347,565	Vice President	\$4,935	<b>\$4,808</b>	2025
<a href="#">Vip West 184th Street Hdfc</a>	NY	\$336,879	President/ceo	\$50,896	<b>\$52,399</b>	2023
<a href="#">Hsc No 6 Housing Development Fu</a>	NY	\$334,685	Accountant	\$4,800	<b>\$4,800</b>	2024
<a href="#">Vanmew Housing Development</a>	NY	\$334,251	Executive Di	\$7,598	<b>\$7,598</b>	2024
<a href="#">Loretto-malta Manor Housing Development</a>	NY	\$330,815	Chairperson	\$27,907	<b>\$27,907</b>	2024
<a href="#">Corner House Housing Development Fund</a>	NY	\$536,685	Secr/treasurer	\$38,563	<b>\$39,702</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lancaster Housing Development Fund</a>	NY	\$313,548	Board Member/board President	\$25,080	<b>\$25,821</b>	2023
<a href="#">Spiti Housing Development Fund</a>	NY	\$309,417	Executive Director	\$24,759	<b>\$24,759</b>	2024
<a href="#">Turning Point Red Hook Housing</a>	NY	\$555,118	Executive Director	\$13,320	<b>\$13,713</b>	2023
<a href="#">529 Exchange Housing Development Fund</a>	NY	\$577,341	Ceo	\$40,357	<b>\$40,357</b>	2024
<a href="#">Gateway Housing Corporation</a>	NY	\$599,636	Secretary	\$7,774	<b>\$8,004</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	18 organizations. Compensation range \$4,800–\$177,159; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$426,455); for reference, expenses \$562,398 and assets \$1,605,132.
ROLE MATCH	Michelle N Neugebauer, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	56 <sup>th</sup>

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 18 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 50<sup>th</sup> 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.