

Flora Vista Housing Development Fund

Executive Director / CEO

EIN 113681245

NY · NTEE L99

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Dr Jorge R Petit, Executive Director / CEO** (\$56,332) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Dr Jorge R Petit — reported title "PRESIDENT & CEO (THRU 4/23)", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L99).

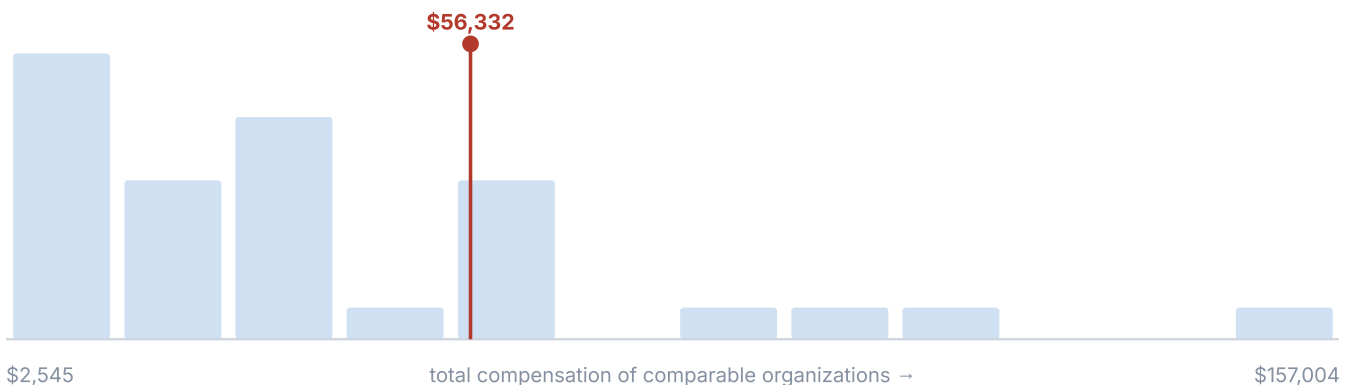
BUDGET Total revenue between \$106,509 and \$238,455 — 0.67x to 1.50x the subject's \$158,970 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography

→ **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,860	\$13,698	\$32,089	\$58,414	\$91,876	\$56,332
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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
Stansbury Homes Inc	MD	\$157,839	President	\$20,272	\$20,974	2023
Portland Supportive Housing Inc	OR	\$162,208	Finance Direc.	\$13,072	\$13,049	2024
Alexander Apartments Of Plant City Inc	FL	\$153,338	Ceo	\$38,719	\$39,098	2024
Arroyo Commons Inc	CA	\$152,875	President	\$41,962	\$40,099	2023
Warriors Center For Women Phillips County	AR	\$165,072	Secretary & Executive Director	\$28,100	\$33,952	2024
Lss Housing North Willow Inc	WI	\$151,848	President	\$40,683	\$45,670	2024
Decatur Street Residences Inc	CO	\$167,476	President	\$25,082	\$25,852	2024
Attleboro Enterprises Development	MA	\$149,909	Secretary	\$5,893	\$5,860	2023
Belford Commons Corporation	VA	\$148,577	Ceo/president	\$59,710	\$61,971	2024
Huntsville Voa Housing Inc	AL	\$173,879	President/ceo	\$53,238	\$60,230	2025
Vermont Alliance For Recovery	VT	\$143,188	Executive Di	\$105,326	\$113,954	2024
Vesta's Hearth Inc	MD	\$175,501	President	\$21,417	\$21,523	2024
Sunflower Diversified	KS	\$140,625	Member, Exec Dir Sds	\$2,192	\$2,545	2024
Hearthstone Housing Ltd	WI	\$178,857	President/ceo	\$139,859	\$157,004	2024
Three West Housing Inc	OR	\$179,019	Treasurer	\$18,132	\$18,100	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center Housing Development Fund	NY	\$182,407	Pres/ceo/tre	\$33,037	\$32,089	2024
Harambee House Inc	MO	\$133,890	President	\$7,395	\$8,202	2025
Housing Associates Inc	MD	\$133,639	Executive Director	\$4,329	\$4,479	2023
Thi-14 Inc	IL	\$126,596	Chief Executive Officer	\$29,764	\$32,382	2023
The Affordable Housing Group	TX	\$121,648	Exec. Director	\$59,412	\$65,769	2023
Auburn Housing Authority Inc	KS	\$121,407	Manager	\$12,000	\$14,347	2023
Family Community Housing	GA	\$117,012	Executive Di	\$85,008	\$91,876	2024
Oaks Family Care Center Inc	OH	\$204,583	Board Member	\$14,774	\$17,317	2023
Greenlawn Centerport Historical Association	NY	\$110,937	Director	\$32,800	\$31,038	2025
Broward Coalition For The Homeless	FL	\$110,120	Chairman	\$91,015	\$94,620	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 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 31 organizations. Compensation range \$2,545–\$157,004; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$158,970); for reference, expenses \$333,868 and assets \$2,534,289. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Dr Jorge R Petit, reported title " <i>PRESIDENT & CEO (THRU 4/23)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 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	71 st
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	77 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 (Dr Jorge R Petit) 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 31 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,332 is reasonable (approximately the 71st 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.