

Armi Washington Heights

Executive Director / CEO

EIN 133687895
 NY · NTEE L99Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Daniel K Johansson, Executive Director / CEO** (\$114,621) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

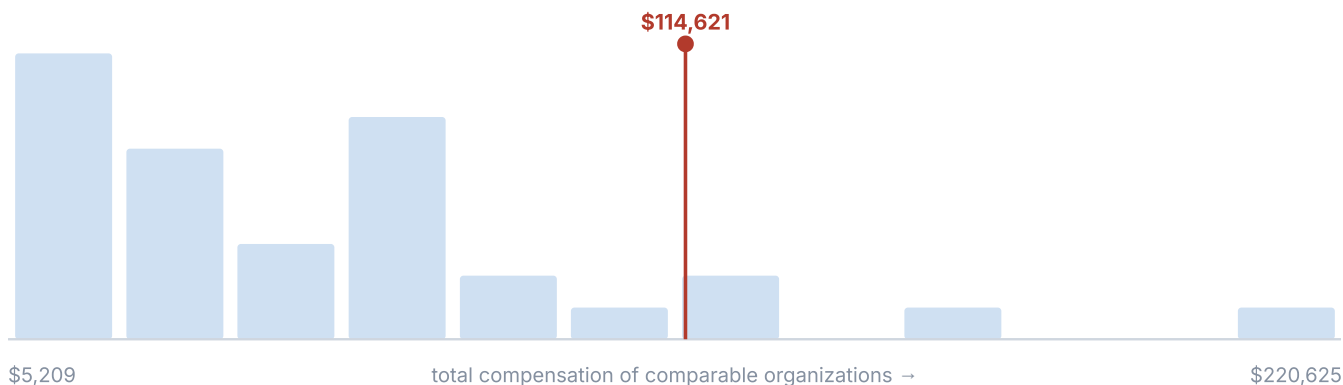
Benchmarked executive: Daniel K Johansson — reported title “EXECUTIVE VP & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L99Z).
BUDGET	Total revenue between \$166,568 and \$372,915 — 0.67x to 1.50x the subject's \$248,610 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,395	\$22,581	\$54,114	\$70,871	\$122,227	\$114,621
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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
Accessible Space North Inc	MN	\$252,035	President/tr	\$65,715	\$71,859	2023
Forest Grove Senior & Community Center	OR	\$231,332	Ex. Director	\$56,699	\$56,597	2024
Dollys Dream Home Rabbit Rescue	MO	\$267,532	Director	\$16,154	\$18,392	2024
Accessible Country Trail Inc	OH	\$222,760	Executive Director	\$6,211	\$7,280	2023
Lincoln Avenue Apartments Inc	CA	\$222,479	President	\$43,208	\$40,104	2024
New Mexico Affordable Housing	NM	\$275,453	Executive Director	\$56,077	\$64,831	2024
Santa Fe Community Housing Trust	NM	\$279,879	Ceo	\$190,833	\$220,625	2024
Obx Room In The Inn	NC	\$279,914	President Ceo	\$26,000	\$28,877	2024
Wilson County Casa	TN	\$281,479	Executive Director	\$75,000	\$84,740	2024
St Martin De Porres Residence Inc	ME	\$284,357	Executive Director	\$63,069	\$67,884	2024
Cil Woods Inc	NJ	\$212,212	Executive Director	\$8,015	\$7,692	2024
The Sanctuary Of Williams County	OH	\$209,646	Chairman/ceo	\$4,575	\$5,209	2024
Cass Clay Community Land Trust	ND	\$288,678	Executive Director	\$106,923	\$129,852	2023
Oaks Family Care Center Inc	OH	\$204,583	Board Member	\$14,774	\$17,317	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anayat House Inc	TX	\$300,277	Executive Director	\$63,723	\$70,541	2023
Housing Works Lyman Prospect Hdfc	NY	\$302,476	Secretary	\$27,348	\$27,348	2023
Midwifery Education Accreditation	MN	\$307,222	Executive Director	\$117,783	\$125,100	2024
330 East 4th Street Housing Development Fund	NY	\$311,159	Vice President	\$61,207	\$61,207	2023
Center Housing Development Fund	NY	\$182,407	Pres/ceo/tre	\$33,037	\$32,089	2024
Three West Housing Inc	OR	\$179,019	Treasurer	\$18,132	\$18,100	2024
Hearthstone Housing Ltd	WI	\$178,857	President/ceo	\$139,859	\$157,004	2024
Vesta's Hearth Inc	MD	\$175,501	President	\$21,417	\$21,523	2024
Huntsville Voa Housing Inc	AL	\$173,879	President/ceo	\$53,238	\$60,230	2025
Mercy House Ministries Inc	TX	\$329,287	Director	\$57,430	\$61,750	2024
Decatur Street Residences Inc	CO	\$167,476	President	\$25,082	\$25,852	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 32 organizations. Compensation range \$5,209–\$220,625; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$248,610); for reference, expenses \$303,009 and assets \$3,840,185.

ROLE MATCH	Daniel K Johansson, reported title " <i>EXECUTIVE VP & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 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	88th
Total compensation (D + F), as reported (no adjustments)	91st
Reportable pay only (column D), adjusted	0th
All sources (D + E + F), adjusted	84th

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 (Daniel K Johansson) 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 32 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,621 is reasonable (approximately the 88th 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.