

Bailey Holt House Housing Development

Executive Director / CEO

EIN 134045579
 NY · NTEE L20
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Matthew Bernardo, Executive Director / CEO** (\$29,779) 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 **30th** percentile of comparable organizations within the typical range

Benchmarked executive: Matthew Bernardo — reported title “MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

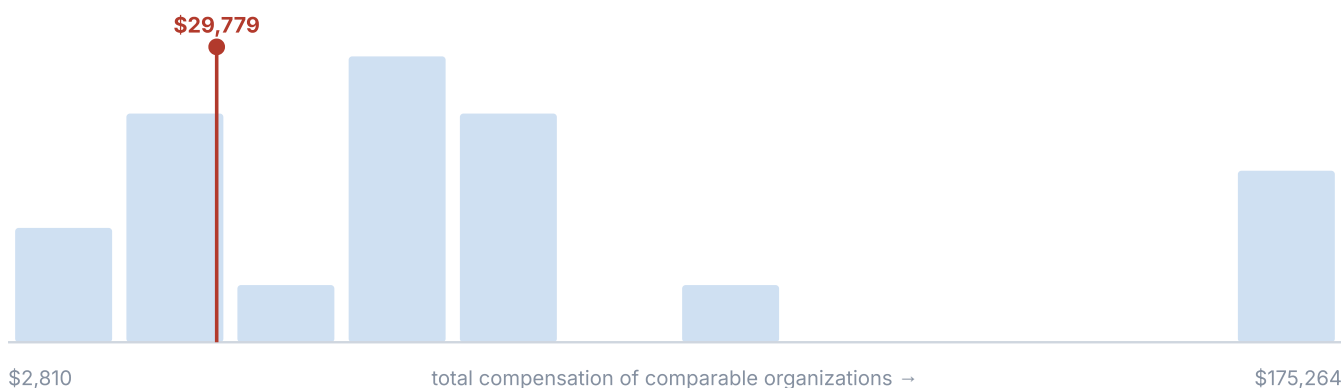
SECTOR Organizations sharing the subject's NTEE classification (L20).

BUDGET Total revenue between \$111,951 and \$250,638 — 0.67x to 1.50x the subject's \$167,092 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20) + 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



\$18,810	\$26,601	\$59,350	\$71,187	\$174,669	\$29,779
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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
385 Third Avenue Housing Development	NY	\$166,146	Ceo	\$60,217	\$60,217	2023
Fernclif Housing Development Fund	NY	\$162,877	President	\$58,380	\$58,380	2023
Loretto Apartments At O'brien Road	NY	\$171,702	Chairperson	\$27,907	\$27,106	2024
Niagara Village Housing Development Fund	NY	\$177,900	Cfo	\$23,006	\$23,006	2023
Ocl Properties Viii Inc	NY	\$180,843	Chief Financial Officer	\$73,290	\$71,187	2024
East 54th Street Housing Development	NY	\$149,704	Ceo	\$60,217	\$60,217	2023
Ocl Properties Ix Inc	NY	\$147,783	Chief Financial Officer	\$73,290	\$71,187	2024
Vip Rjp Housing Development Fund	NY	\$187,328	President/ceo	\$50,896	\$50,896	2023
Ocl Properties Xi Inc	NY	\$141,772	Chief Financial Officer	\$73,290	\$71,187	2024
Phipps Affordable Housing Support Corp	NY	\$122,719	President/ceo	\$180,441	\$175,264	2024
Norfolk Housing Development Fund	NY	\$215,841	Board Member	\$38,288	\$38,288	2023
Acacia Real Estate Development Inc	NY	\$218,550	President	\$101,830	\$98,909	2024
Mental Retardation Community Services Of	NY	\$113,605	Chief Executive Officer	\$179,760	\$174,603	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nassau County-project						
Share Xi Inc	NY	\$113,510	Executive Director	\$70,564	\$70,564	2023
Long Island Housing Partnership	NY	\$223,347	President	\$58,483	\$58,483	2023
Arlington Apartments Hdfc	NY	\$231,219	Ceo	\$25,826	\$25,085	2024
Rouse Housing Development Fund	NY	\$231,274	Executive Director (To Dec 2023)	\$11,334	\$11,334	2023
Los Sures 907 Driggs Avenue Hdfc	NY	\$233,514	Executive Director	\$20,221	\$19,641	2024
600 East 156th Street Housing	NY	\$243,524	President/ceo	\$180,441	\$175,264	2024
Providence Westside Housing Development	NY	\$245,390	President	\$2,810	\$2,810	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	20 organizations. Compensation range \$2,810–\$175,264; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$167,092); for reference, expenses \$130,701 and assets \$19,097,459.
ROLE MATCH	Matthew Bernardo, reported title " <i>MEMBER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	19 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	30 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	50 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 (Matthew Bernardo) 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 (L20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,779 is reasonable (approximately the 30th 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.