

Cortland Housing Assistance Council

Executive Director / CEO

EIN 161130177

NY · NTEE L20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Shawna Grinnell, Executive Director / CEO** (\$51,796) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

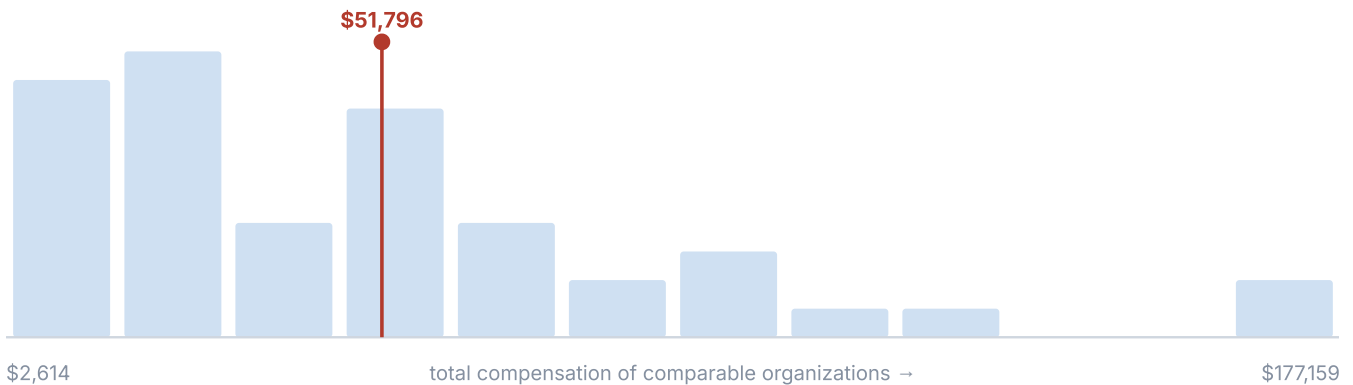
Benchmarked executive: Shawna Grinnell — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

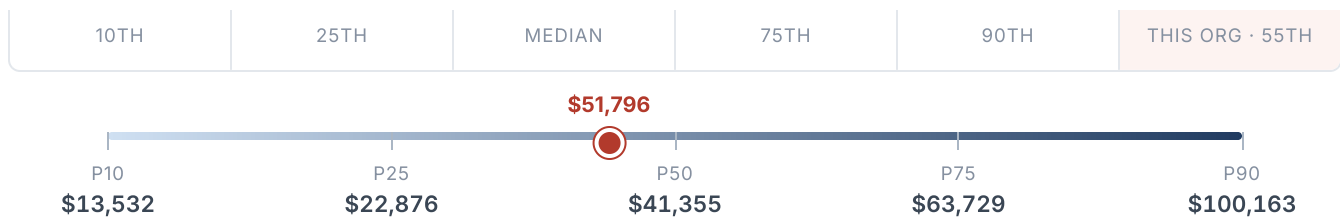
SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$248,854 and \$557,136 — 0.67x to 1.50x the subject's \$371,424 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20) + NY + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,532	\$22,876	\$41,355	\$63,729	\$100,163	\$51,796
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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
Ws Housing Development Fund Co Inc	NY	\$371,966	Board Member/president & Treasurer	\$25,080	\$25,080	2024
228 East 46th Street Housing Development	NY	\$363,165	Ceo	\$59,698	\$59,698	2024
573 Warren Street Housing	NY	\$385,815	Secretary	\$13,130	\$13,130	2024
Hg Holding Housing Development Fund	NY	\$354,750	President & Ceo	\$34,117	\$33,238	2025
Islandview Housing Development Fund	NY	\$388,257	Cfo	\$23,006	\$23,686	2023
Senior Citizens Overlook Inc	NY	\$350,254	Manager	\$54,534	\$54,534	2024
Nassausuffolk Partnership Housing	NY	\$394,170	Exec. Vp/coo	\$66,592	\$66,592	2024
Hrh Neighborhood Hdfe Inc	NY	\$347,636	President &	\$20,444	\$20,444	2024
St Mark's Terrace Dundee	NY	\$345,142	Administrator	\$60,607	\$60,607	2024
Seventeenth Street Housing Development	NY	\$344,346	President & Ceo (Thru 4/23)	\$56,332	\$57,996	2023
Brookside Senior Housing Development	NY	\$341,111	Executive Director (To Dec 2023)	\$11,334	\$11,669	2023
Breaking Ground Iii Hdfe	NY	\$337,680	President & Ceo	\$14,471	\$14,471	2024
287 Housing Development Fund	NY	\$335,560	President (Through 2/23/24)	\$16,551	\$16,551	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Corporation						
Parkway Commons Housing Development	NY	\$332,966	Ceo	\$62,774	\$62,774	2024
Long Island Family & Elder Care Inc	NY	\$414,767	Associated Executive Director	\$52,400	\$52,400	2024
Housing Works East New York Housing	NY	\$417,473	Secretary	\$27,348	\$28,156	2023
Second Wind Cottages Inc	NY	\$319,875	Executive Director	\$27,100	\$27,900	2023
1675 Westchester Avenue Housing	NY	\$423,426	President/ceo	\$172,076	\$177,159	2023
1347 Morris Avenue Corporation	NY	\$429,170	Ceo	\$18,651	\$19,202	2023
Loretto O'brien Road Housing Development	NY	\$291,519	Chairperson	\$27,907	\$27,188	2025
Association To Benefit Children Hdgc	NY	\$285,288	President/ceo	\$109,836	\$113,080	2023
91 Carlton Avenue Housing Development	NY	\$281,966	Ceo	\$59,698	\$59,698	2024
Oh 126th St Housing Development	NY	\$277,143	President	\$87,582	\$90,169	2023
Ler Housing Development Fund Corp	NY	\$277,109	President	\$101,830	\$101,830	2024
Harlem United Supportive	NY	\$276,480	President	\$4,327	\$4,455	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	44 organizations. Compensation range \$2,614–\$177,159; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$371,424); for reference, expenses \$362,790 and assets \$759,293.
ROLE MATCH	Shawna Grinnell, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 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	55 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	2 nd

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 (Shawna Grinnell) 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 44 similarly situated organizations (Same NTEE sector (L20) + NY + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$51,796 is reasonable (approximately the 55th 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.