

Housing Opportunities Team

Executive Director / CEO

EIN 200845058

OR · NTEE L20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ivy Cleveland, Executive Director / CEO** (\$15,525) against **every comparable organization** that fit the selection criteria — **227** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

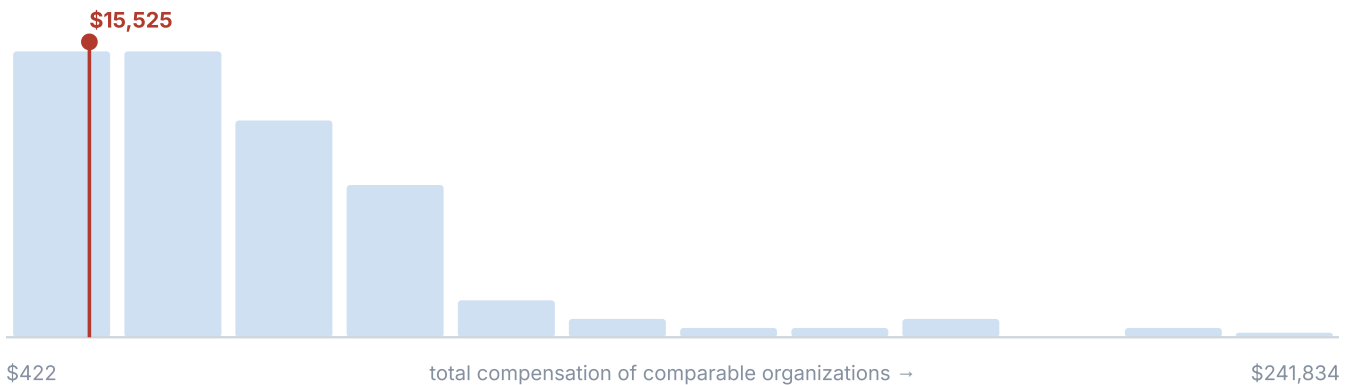
Benchmarked executive: Ivy Cleveland — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$110,093 and \$246,478 — 0.67x to 1.50x the subject's \$164,319 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

227 organizations qualified on sector, size, and geography → **227** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,036	\$18,820	\$37,256	\$59,564	\$81,190	\$15,525
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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 OR 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
Mark Lane Housing Corp	CT	\$164,496	President	\$10,337	\$10,137	2024
Minnesota American Indian Chamber Of	MN	\$163,730	Interim Executive Director	\$44,215	\$45,696	2024
Bvarc Housing	RI	\$165,091	Chief Executive Officer	\$223,152	\$218,035	2025
Heavenly Grace Assistant Livin	MD	\$165,210	President	\$55,700	\$56,075	2023
Jfm No 3 Corp	ME	\$165,623	Ceo	\$14,253	\$14,543	2025
Rebuilding Together Pitt County Nc Inc	NC	\$162,896	Executive Director	\$9,757	\$10,273	2025
Fernelif Housing Development Fund	NY	\$162,877	President	\$58,380	\$56,807	2023
American Housing Preservation Inc	OR	\$165,794	President	\$77,652	\$75,424	2024
385 Third Avenue Housing Development	NY	\$166,146	Ceo	\$60,217	\$58,594	2023
Hope House Iii Inc	MA	\$166,386	President, Ceo	\$31,555	\$29,659	2024
Robert Street Realty Corp	RI	\$162,161	President/ Ceo	\$16,653	\$17,195	2023
Bailey Holt House Housing Development	NY	\$167,092	Member	\$29,779	\$28,976	2023
Tiny Hope Village	TX	\$167,165	Executive Director	\$52,780	\$55,222	2024
Home For A Home	CA	\$167,690	Executive Dir.	\$77,700	\$72,249	2023
Rejuvenate Housing Inc	IA	\$167,696	Executive Dir	\$12,500	\$14,315	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Regional Housing Solutions	AR	\$160,792	Chief Executive Officer	\$7,580	\$8,912	2024
Sanders County Community Housing Organization	MT	\$168,172	Executive Director	\$33,168	\$37,395	2024
Green New Deal Housing	MN	\$160,016	Board Chair	\$9,350	\$9,949	2023
St Edmund's Redevelopment Corporation	IL	\$159,519	President	\$209,061	\$214,972	2024
Vernon Street Housing Inc	CA	\$169,826	Ceo	\$47,732	\$44,383	2023
Margaret Bock Housing	IA	\$169,941	Board Member	\$43,492	\$49,808	2024
Kennedy Institute Housing Corporation li	DC	\$158,663	President And Ceo	\$14,495	\$13,304	2024
Habitat For Humanity Hiawathaland	MI	\$158,496	Executive Director	\$41,821	\$46,483	2023
Changing The World Inc	PA	\$171,073	President	\$23,350	\$24,355	2024
Coyne Road Inc	MA	\$157,172	Executive Director	\$19,712	\$18,527	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **227** organizations. Compensation range \$422–\$241,834; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$164,319); for reference, expenses \$205,896 and assets \$1,459,759.

ROLE MATCH	Ivy Cleveland, reported title " <i>SECRETARY</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	156 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	22 nd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	33 rd

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 (Ivy Cleveland) 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 227 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,525 is reasonable (approximately the 22nd 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.