

Orlando Regional Realtor Foundation

Executive Director / CEO

EIN 201544138

FL · NTEE L20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Clifford Long, Executive Director / CEO** (\$67,148) against **every comparable organization** that fit the selection criteria — **283** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Clifford Long — reported title “CEO”, 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 \$178,973 and \$400,687 — 0.67x to 1.50x the subject's \$267,125 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

283 organizations qualified on sector, size, and geography → **283** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,643	\$19,384	\$38,262	\$63,832	\$86,697	\$67,148
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 76TH
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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 FL 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
Nsp Iii Inc	FL	\$267,090	Ceo	\$38,719	\$38,719	2024
Southern Hills Preservation Corpora	NY	\$267,416	Exec. Direct	\$69,808	\$67,148	2024
Montana Mobility Impaired Housing	MN	\$267,768	President/tr	\$65,715	\$71,163	2023
Chambersburg Housing Inc	PA	\$266,072	Interim President/ceo	\$17,059	\$18,109	2024
Helping Hands United Incorporated	CA	\$264,244	President & Ceo	\$4,300	\$3,952	2024
Madison Street Housing Development	NY	\$264,150	President/ed	\$61,872	\$59,514	2024
Snhs Greenfield Elderly Housing Inc	NH	\$264,067	Treasurer	\$53,564	\$51,291	2025
Wesley Asi Of Northern Virginia	VA	\$263,556	Secretary	\$28,094	\$28,875	2024
Freedom House Inc	PA	\$263,505	Executive Di	\$32,329	\$34,318	2024
Mill Creek Apartments	CA	\$263,192	Secretary/treasurer	\$39,437	\$36,250	2024
Pierce County Affordable Housing	WA	\$262,425	Agency Director	\$29,176	\$28,627	2023
Liberty Hill Redevelopment Group	SC	\$262,380	Operations Director	\$55,189	\$63,098	2023
Moreland Affordable Housing Corporation	MA	\$272,007	President (As Of 1/2024)	\$19,566	\$18,716	2024
Pine Cone Manor Inc	MN	\$272,190	President/ceo	\$18,462	\$19,419	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stop It Now Inc	MA	\$262,040	President/ceo	\$32,663	\$32,167	2023
Our Casas Resident Council Incorporated	TX	\$261,827	Executive Director	\$40,010	\$43,862	2023
Kce Inc	MD	\$261,675	President Ceo	\$17,900	\$18,340	2023
The Reach Project	TX	\$260,261	Executive Dir.	\$59,615	\$63,479	2024
Sheltering Palms Foundation Inc	FL	\$259,861	President	\$191,666	\$197,327	2023
Ecology House Inc	CA	\$259,749	President	\$21,418	\$19,687	2024
Altoona Housing Corporation	WI	\$259,742	Executive Director And Office Manager	\$19,500	\$21,678	2024
Edenhope Villa Esperanza Inc	CA	\$259,493	President	\$39,896	\$36,672	2024
Housing Opportunities Housing	NY	\$274,875	President	\$2,614	\$2,514	2024
Gladwin Ogemaw Fuller Center For	MI	\$275,039	Executive Di	\$26,460	\$29,931	2023
Neighborhood Housing Renewal Corp li	CA	\$259,011	Secretary, Treasurer	\$26,376	\$24,960	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **283** organizations. Compensation range \$162–\$372,357; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$267,125); for reference, expenses \$252,897 and assets \$607,882.
ROLE MATCH	Clifford Long, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	183 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	76 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Clifford Long) 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 283 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,148 is reasonable (approximately the 76th 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.