

# Adirondack Community Housing Trust

Executive Director / CEO

EIN 208657587  
 NY · NTEE L20  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Megan Murphy, Executive Director / CEO** (\$24,122) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Megan Murphy — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

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

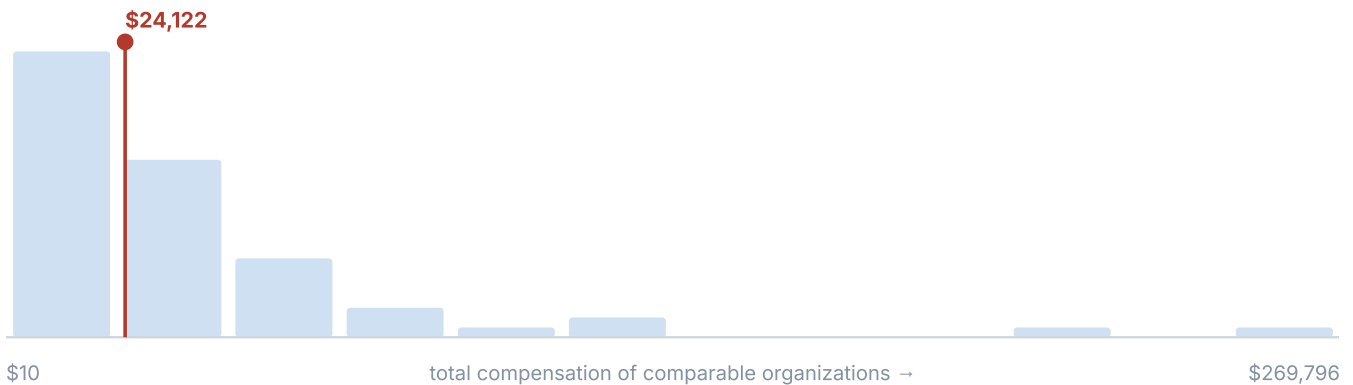
**BUDGET** Total revenue between \$26,361 and \$59,017 — 0.67x to 1.50x the subject's \$39,345 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

**63** organizations qualified on sector, size, and geography

→ **63** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,693	\$11,857	\$24,731	\$45,948	\$73,065	\$24,122
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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
<a href="#">Tennessee Valley Realty Llc</a>	TN	\$39,319	President & Ceo	\$11,856	<b>\$13,791</b>	2024
<a href="#">Prebleway li Inc</a>	OH	\$39,170	President/ceo	\$10,071	<b>\$11,804</b>	2024
<a href="#">Bridgewell Danvers Housing Corporation</a>	MA	\$38,704	Ceo	\$21,300	<b>\$21,807</b>	2023
<a href="#">Fmf Housing</a>	MN	\$40,028	Executive Director	\$246,728	<b>\$269,796</b>	2024
<a href="#">Opportunity Center Hdc Inc</a>	CA	\$38,204	Ceo	\$5,914	<b>\$5,819</b>	2023
<a href="#">Northside Senior Housing Inc</a>	CA	\$38,203	Vice President & Cfo/director	\$120,312	<b>\$118,366</b>	2023
<a href="#">Prebleway I Inc</a>	OH	\$37,734	President/ceo	\$10,071	<b>\$11,804</b>	2024
<a href="#">Independence li Inc</a>	NJ	\$37,680	President	\$59,141	<b>\$58,435</b>	2024
<a href="#">Court Street Village Non-profit Housing Corporation</a>	MI	\$37,609	Executive Director	\$55,000	<b>\$64,680</b>	2023
<a href="#">New Americans Community Development</a>	MA	\$37,548	President	\$30,141	<b>\$30,859</b>	2023
<a href="#">Housing Works 220 Hull Housing</a>	NY	\$37,220	Secretary	\$27,348	<b>\$28,156</b>	2023
<a href="#">Brenner Avenue Of Salisbury</a>	NC	\$41,506	Executive Director	\$44,292	<b>\$50,646</b>	2024
<a href="#">Southstar Deborah House</a>	IL	\$37,042	President/ceo	\$9,230	<b>\$10,339</b>	2023
<a href="#">Tau Crossing Housing Corporation</a>	WI	\$41,746	President (Thru June 2024)	\$8,312	<b>\$9,607</b>	2024
<a href="#">Ardsley Housing Development Fund Corp</a>	NY	\$41,821	Executive Dir.	\$12,106	<b>\$12,106</b>	2024
<a href="#">Mullica Hill Snh Inc</a>	NJ	\$42,903	President And Ceo	\$64,324	<b>\$65,433</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fellowship Realty Corp Of Massachusetts Inc</a>	RI	\$35,635	President	\$45,988	<b>\$50,241</b>	2023
<a href="#">Albertville Housing Development Corp</a>	AL	\$43,210	Executive Director	\$24,026	<b>\$28,724</b>	2024
<a href="#">The Association's Third Property Inc</a>	MA	\$43,511	President	\$7,684	<b>\$7,641</b>	2024
<a href="#">Mp Can Do Inc</a>	CA	\$43,768	President	\$72,431	<b>\$69,215</b>	2024
<a href="#">Evergreen Mutual Housing Association</a>	CA	\$43,833	Ceo - Thru 9/24	\$27,359	<b>\$26,144</b>	2024
<a href="#">The Association's Fourth Property Inc</a>	MA	\$43,839	President	\$7,684	<b>\$7,641</b>	2024
<a href="#">Southwest Neighborhood Housing Corp</a>	CO	\$34,711	Executive Director	\$8,935	<b>\$9,481</b>	2024
<a href="#">Partnership Housing Inc</a>	CA	\$34,591	Chief Executive Officer	\$12,105	<b>\$11,910</b>	2023
<a href="#">Views At Clarendon Corporation</a>	VA	\$44,199	Executive Director	\$10,950	<b>\$12,045</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **63** organizations. Compensation range \$10–\$269,796; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$39,345); for reference, expenses \$85,397 and assets \$1,283,393. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Megan Murphy, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	54 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	49 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	51 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	17 <sup>th</sup>

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 (Megan Murphy) 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 10, 2026, comparing compensation against 63 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,122 is reasonable (approximately the 49<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.