

# Buffalo Mercy Housing Development Fund

Executive Director / CEO

EIN 222810656  
 NY · NTEE L22Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Michael D Riegel, Executive Director / CEO** (\$25,080) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

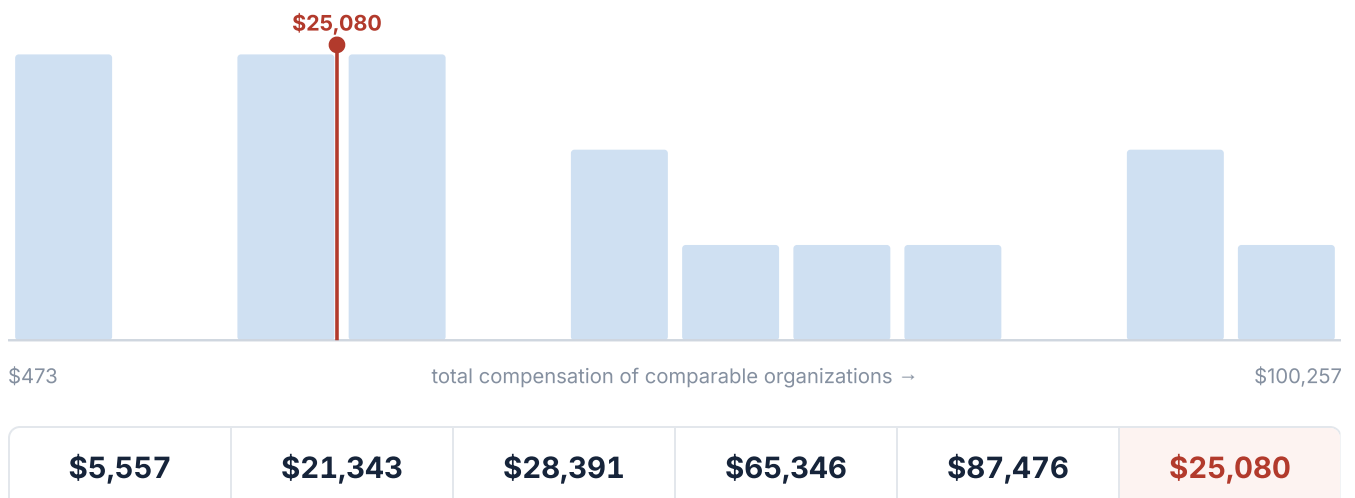
**Benchmarked executive:** Michael D Riegel — reported title “BOARD MEMBER/BOARD PRESIDENT”, selected as the organization’s **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (L22Z).
- BUDGET** Total revenue between \$227,568 and \$509,482 — 0.67x to 1.50x the subject's \$339,655 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (L22) + NY + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation





## ● 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="#">The Wartburg Residential Community Inc</a>	NY	\$349,539	President	\$90,025	<b>\$87,442</b>	2024
<a href="#">Jawonio Residential Opportunities Iii Inc</a>	NY	\$322,555	Chief Executive Officer	\$72,553	<b>\$70,471</b>	2024
<a href="#">Good Samaritan Senior Housing</a>	NY	\$321,830	Ceo	\$57,200	<b>\$55,559</b>	2024
<a href="#">Fellowship Fund For The Aged Housing Co</a>	NY	\$321,011	President/ceo/director	\$103,218	<b>\$100,257</b>	2024
<a href="#">Upper South Street Housing Dev Fund</a>	NY	\$363,246	President/ceo	\$49,310	<b>\$49,310</b>	2023
<a href="#">Episcopal Community Housing Inc</a>	NY	\$314,851	President/c.e.o.	\$29,230	<b>\$28,391</b>	2024
<a href="#">Apple Valley Senior Housing Corp Inc</a>	NY	\$366,054	Manager	\$48,984	<b>\$47,579</b>	2024
<a href="#">Syracuse Ymca Senior Citizen Housing</a>	NY	\$370,973	Secretary	\$28,992	<b>\$28,160</b>	2024
<a href="#">Bridge House #11 Corporation</a>	NY	\$307,568	Ceo	\$18,651	<b>\$18,651</b>	2023
<a href="#">Brocton Housing Development Fund</a>	NY	\$408,983	Board Member/president	\$7,518	<b>\$7,302</b>	2024
<a href="#">Loretto Properties Corporation</a>	NY	\$253,117	Ceo/president	\$27,907	<b>\$27,106</b>	2024
<a href="#">Sepp Rural Elderly Housing Inc</a>	NY	\$242,040	Executive Director	\$21,973	<b>\$21,343</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alloway Housing Development</a>	NY	\$239,066	Director And President	\$3,026	<b>\$2,939</b>	2024
<a href="#">Schoharie County Housing Development</a>	NY	\$442,055	Executive Director	\$23,474	<b>\$22,801</b>	2024
<a href="#">Chv Buckingham Housing Development Fund</a>	NY	\$445,249	President	\$87,526	<b>\$87,526</b>	2023
<a href="#">Sandstone Housing Corporation</a>	NY	\$477,374	Executive Director	\$69,056	<b>\$65,346</b>	2025
<a href="#">Rph-east Inc</a>	NY	\$490,556	Financial Officer (Through 4/24)	\$487	<b>\$473</b>	2024

**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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$473–\$100,257; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$339,655); for reference, expenses \$327,451 and assets \$1,976,995.
ROLE MATCH	Michael D Riegel, reported title <i>"BOARD MEMBER/BOARD PRESIDENT"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	47 <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 (Michael D Riegel) 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 17 similarly situated organizations (Same NTEE sector (L22) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,080 is reasonable (approximately the 35<sup>th</sup> 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.