

Edward Romero Terrace

Executive Director / CEO

EIN 262005172

FL · NTEE L20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Melanie Ribiero, Executive Director / CEO** (\$72,591) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

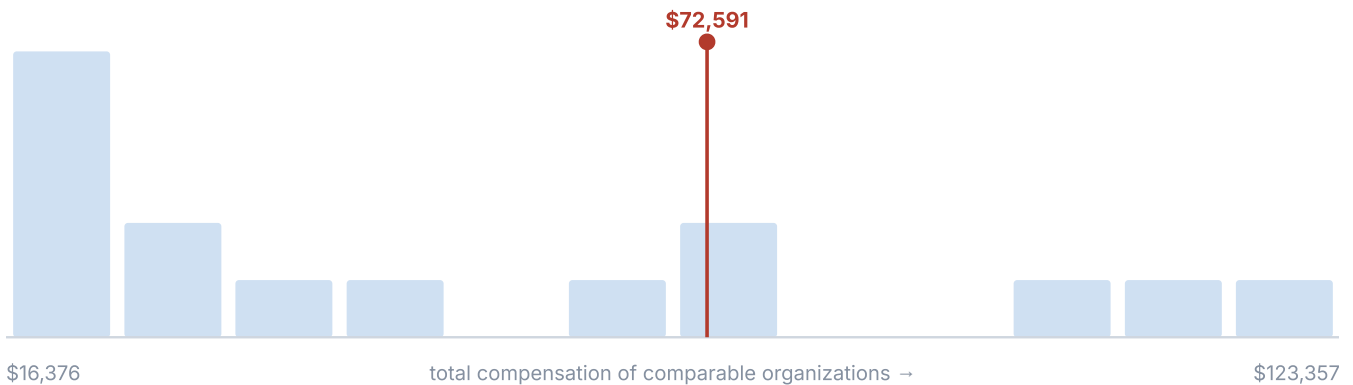
Benchmarked executive: Melanie Ribiero — reported title "EXECUTIVE VP", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$308,783 and \$691,306 — 0.67x to 1.50x the subject's \$460,871 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20) + FL + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,844	\$16,985	\$38,494	\$75,637	\$104,580	\$72,591
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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
Housing Independence Inc	FL	\$466,288	Housing Svc Director	\$78,682	\$78,682	2024
Gobuildlove Inc	FL	\$401,638	Executive Director	\$61,490	\$61,490	2024
Community Development Coalition Corporation	FL	\$394,120	Chief Executive Officer	\$119,818	\$123,357	2023
Family Extended Care Of	FL	\$528,807	President/ce	\$31,694	\$31,694	2024
Peninsula Housing Development Inc Xi S	FL	\$533,787	President	\$16,498	\$16,985	2023
North Florida Educational Development Corporation	FL	\$385,000	Executive Director	\$28,000	\$28,827	2023
Caring Plus Home Services Inc	FL	\$373,773	Director	\$101,000	\$101,000	2024
Community Housing Trust Of Sarasota	FL	\$333,180	Executive Di	\$16,750	\$16,750	2024
Vincetian Housing Corporation Inc	FL	\$328,159	Ceo	\$38,494	\$38,494	2024
Ehdoc Teamsters Residences Inc	FL	\$612,015	Vice Preside	\$72,591	\$72,591	2024
Gis Housing V Inc	FL	\$612,126	Pres./ceo At Goodwill Ind-sun.	\$47,474	\$48,876	2023
Riviera Beach Cdc Inc	FL	\$623,023	President	\$16,376	\$16,376	2024
Peninsula Housing Development Inc Vii	FL	\$628,992	President	\$16,498	\$16,985	2023
Keystone Challenge Fund Inc	FL	\$647,466	President	\$106,966	\$106,966	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peninsula Housing Development Inc X	FL	\$682,252	President	\$16,498	\$16,985	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	15 organizations. Compensation range \$16,376–\$123,357; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$460,871); for reference, expenses \$630,839 and assets \$3,722,710.
ROLE MATCH	Melanie Ribiero, reported title "EXECUTIVE VP", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	87 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 (Melanie Ribiero) 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 15 similarly situated organizations (Same NTEE sector (L20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,591 is reasonable (approximately the 67th 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.