

Creative Housing Inc Ix

Executive Director / CEO

EIN 263327293

OH · NTEE L24

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cristy Buenconsejo, Executive Director / CEO** (\$9,011) against **every comparable organization** that fit the selection criteria — **136** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Cristy Buenconsejo — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L24).

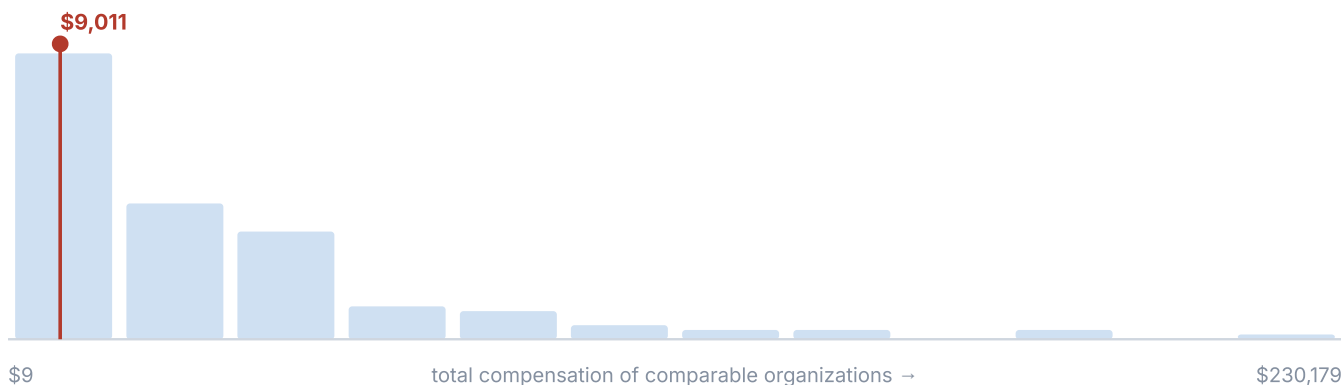
BUDGET Total revenue between \$23,840 and \$53,374 — 0.67x to 1.50x the subject's \$35,583 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

136 organizations qualified on sector, size, and geography

→ **136** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,912	\$10,248	\$22,623	\$49,854	\$84,071	\$9,011
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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 OH 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
Fellowship Realty Corp Of Massachusetts Inc	RI	\$35,635	President	\$45,988	\$42,864	2023
Mosaic Housing Corp Viii	NE	\$35,443	President	\$26,896	\$27,313	2024
Fcs Community Finance Inc	GA	\$36,024	President	\$31,662	\$30,945	2023
Southwest Neighborhood Housing Corp	CO	\$34,711	Executive Director	\$8,935	\$8,089	2024
Partnership Housing Inc	CA	\$34,591	Chief Executive Officer	\$12,105	\$10,161	2023
Friendship Senior Options Foundation Nfp	IL	\$34,533	Ceo	\$24,360	\$22,611	2024
Gbc Inc	OR	\$34,164	President	\$2,750	\$2,411	2024
Southstar Deborah House	IL	\$37,042	President/ceo	\$9,230	\$8,821	2023
Bridge Community Residence Inc	NY	\$37,102	Ceo	\$18,651	\$16,382	2023
Hba Charitable & Educational	MI	\$34,044	Executive Officer	\$7,030	\$6,851	2024
Alaw Ogden Gardens Inc	PA	\$33,948	Director Of Construction	\$13,787	\$13,364	2023
Housing Works 220 Hull Housing	NY	\$37,220	Secretary	\$27,348	\$24,022	2023
Pch Homes Inc	NJ	\$33,783	Executive Director	\$37,693	\$32,712	2023
Somersworth Community Development	NH	\$33,722	Member	\$10	\$9	2024
New Americans Community Development	MA	\$37,548	President	\$30,141	\$26,328	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fswp-gl V Inc	PA	\$33,611	Ceo	\$28,093	\$27,232	2023
Court Street Village Non-profit Housing Corporation	MI	\$37,609	Executive Director	\$55,000	\$55,182	2023
Top House Inc	MA	\$37,612	Ceo	\$211,478	\$179,424	2024
Independence li Inc	NJ	\$37,680	President	\$59,141	\$49,854	2024
Neighborhood Housing Services Of	PA	\$33,483	Ceo, Assistant Treasurer	\$25,763	\$24,257	2024
Prebleway I Inc	OH	\$37,734	President/ceo	\$10,071	\$10,071	2024
Piney Ridge Apartments Corporation li	VA	\$37,742	Volunteer Director	\$57,939	\$54,378	2023
Construction Specifications Institute	TN	\$33,260	Chief Executive Officer	\$56,581	\$56,153	2024
Center For Housing Resources	TX	\$33,160	Executive Dir.	\$86,029	\$81,250	2024
Northside Senior Housing Inc	CA	\$38,203	Vice President & Cfo/director	\$120,312	\$100,985	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	136 organizations. Compensation range \$9–\$230,179; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$35,583); for reference, expenses \$39,399 and assets \$302,390.
ROLE MATCH	Cristy Buenconsejo, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 114 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	21 st
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	50 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 (Cristy Buenconsejo) 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 136 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,011 is reasonable (approximately the 21st 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.