

Broadway Housing Sugar Hill Lessee Inc

Executive Director / CEO

EIN 275111161

NY · NTEE S47

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Charlene Melville, Executive Director / CEO** (\$31,386) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

Benchmarked executive: Charlene Melville — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S47).

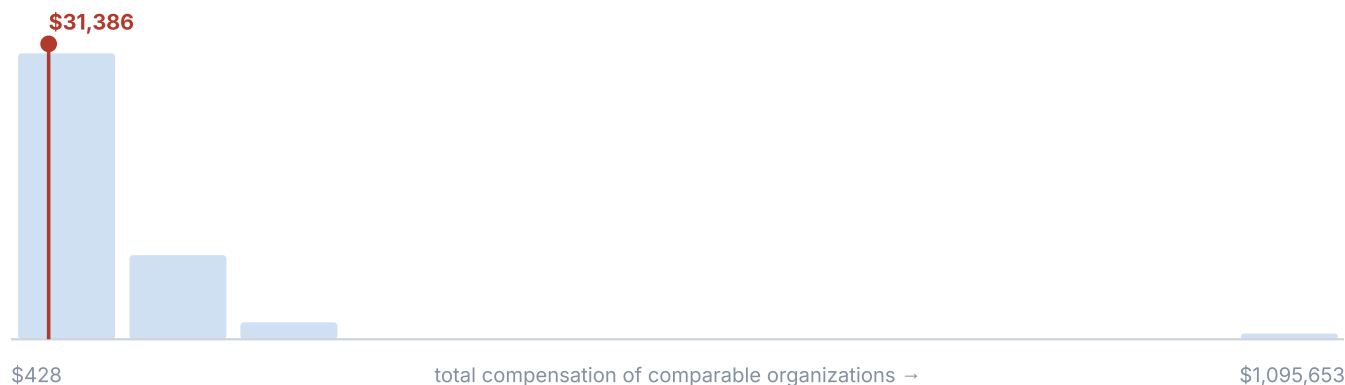
BUDGET Total revenue between \$287,488 and \$643,630 — 0.67x to 1.50x the subject's \$429,087 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography

→ **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,982

\$28,131

\$58,509

\$93,586

\$136,541

\$31,386



■ 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
Teamsters Local 120 Building Holding Company	MN	\$417,127	President	\$62,448	\$70,304	2023
Institute Of Real Estate Management	MA	\$414,104	Executive Director	\$156,975	\$160,716	2023
Local Union 488 Ibew Building	CT	\$410,560	Business Manager/fin Sec	\$70,615	\$75,435	2023
Tac East Holdings Company No 1	TX	\$450,415	President	\$19,813	\$22,581	2023
Camelot Community Care Property	FL	\$407,194	President/ Ceo	\$400	\$428	2023
Local 5 Holdings Inc	HI	\$406,996	Chair	\$28,166	\$27,907	2024
Burnham Brook Community Center Title	MI	\$454,892	President/ceo - Partial Year	\$7,908	\$8,800	2025
Service Employees International	MN	\$396,068	President	\$66,844	\$73,094	2024
Bais Malka Hasc Llc	NY	\$390,581	Ceo	\$22,612	\$22,029	2025
Cair California Title Holding Corp	CA	\$390,162	Ceo	\$9,284	\$8,872	2024
Ua 168 Building Corporation	OH	\$468,917	Financial Secretary/treasu	\$92,850	\$106,026	2025
Ufoa Realty Holdings Inc	NY	\$388,998	President	\$9,606	\$9,606	2024
Local 338 Real Estate Holding Corp	NY	\$469,750	President	\$72,825	\$72,825	2024
U A Local 773 Glens Falls Building	NY	\$470,773	Director	\$114,100	\$114,100	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Illinois Land Title Association	IL	\$387,379	2nd Vice President	\$1,500	\$1,632	2024
Operating Engineers Local 4 Building	MA	\$381,168	Director	\$96,800	\$93,782	2025
Cls Holding Company Inc	MI	\$479,109	Ceo	\$33,282	\$38,016	2024
Union Building Fund	IL	\$479,140	Director	\$85,479	\$92,998	2024
Public Facilities Group	WA	\$372,854	President	\$234,000	\$238,694	2023
Iron Workers' Mid-america Building Corp	IL	\$487,245	Administrator	\$56,655	\$63,459	2023
700 Hill Street Inc	LA	\$370,634	President	\$17,281	\$21,680	2023
Cifc 120 Main Holding Corp	CT	\$370,177	Asst. Secretary	\$12,667	\$13,531	2023
Richmond Members Corp	NY	\$368,453	President	\$44,154	\$44,154	2024
Logosworks Properties	PA	\$365,873	Ceo	\$106,648	\$121,172	2023
Spurwink Properties Inc	RI	\$362,979	Executive Director/cfo	\$29,221	\$31,923	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.

● Sample, role match & sensitivity

PEER COUNT **70** organizations. Compensation range \$428–\$1,095,653; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$429,087); for reference, expenses \$445,359 and assets \$781,581.

ROLE MATCH	Charlene Melville, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 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	31 st
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	64 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 (Charlene Melville) 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 70 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,386 is reasonable (approximately the 31st 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.