

# Cannelton & Neighbors Development Inc

Executive Director / CEO

EIN 310903854  
 IN · NTEE L80Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Tammy C Huebschman, Executive Director / CEO** (\$13,950) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

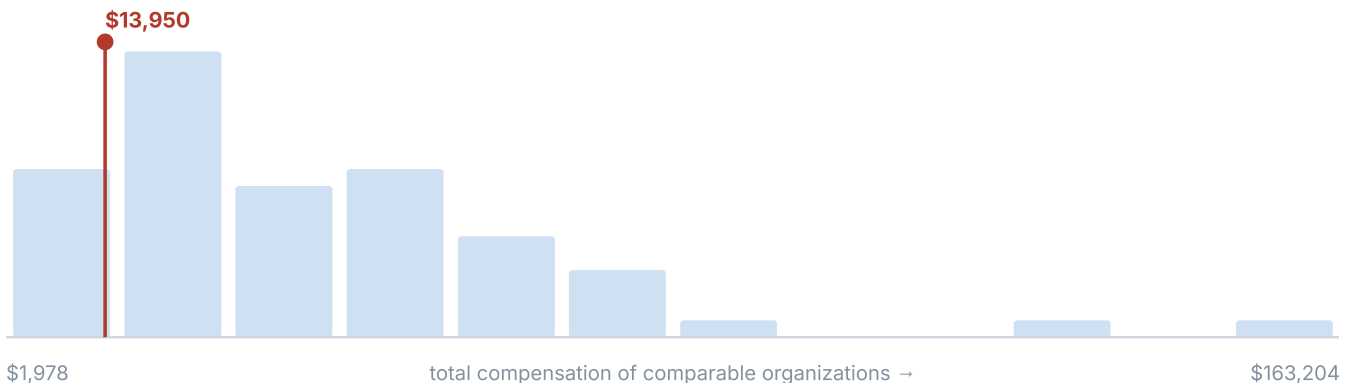
**Benchmarked executive:** Tammy C Huebschman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L80Z).
BUDGET	Total revenue between \$106,362 and \$238,125 — 0.67x to 1.50x the subject's \$158,750 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

**59** organizations qualified on sector, size, and geography → **59** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,139	\$20,052	\$32,766	\$54,023	\$72,041	\$13,950
----------	----------	----------	----------	----------	----------



## ● 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 IN 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="#">Fox Township Manor Inc</a>	PA	\$158,421	Director	\$34,650	<b>\$32,766</b>	2024
<a href="#">Mid-peninsula Murphy's Inc</a>	CA	\$157,402	Cfo / Assistant Secretary	\$77,467	<b>\$63,432</b>	2024
<a href="#">Housing Continuum Inc</a>	IL	\$160,761	Executive Director	\$30,156	<b>\$28,944</b>	2023
<a href="#">Trans Housing Coalition Inc</a>	GA	\$156,187	Executive Dir.	\$89,470	<b>\$87,826</b>	2023
<a href="#">Mount Zion Community Development Inc</a>	NC	\$155,327	Executive Director	\$72,334	<b>\$70,873</b>	2024
<a href="#">Prairie Haven Inc</a>	IA	\$162,717	Top Management Official	\$19,545	<b>\$20,892</b>	2023
<a href="#">Narragansett Affordable Housing Inc</a>	RI	\$163,584	President	\$37,500	<b>\$33,218</b>	2025
<a href="#">The Rise Center</a>	OH	\$165,354	President/ceo	\$76,379	<b>\$76,712</b>	2024
<a href="#">Wisconsin Rapids Figure Skating Club Inc</a>	WI	\$150,751	Program Director	\$2,075	<b>\$2,002</b>	2025
<a href="#">Dh Inc</a>	OR	\$170,222	President	\$15,031	<b>\$13,627</b>	2023
<a href="#">Strategic Community Investments</a>	AR	\$172,088	Exec Dir/sec	\$22,377	<b>\$24,556</b>	2023
<a href="#">Oak Hill Apartments</a>	CA	\$144,861	Secretary/treasurer	\$39,437	<b>\$32,292</b>	2024
<a href="#">Ebsv Community Development Inc</a>	CA	\$143,735	President & Ceo	\$28,109	<b>\$23,696</b>	2023
<a href="#">Newburyport Affordable</a>	MA	\$140,347	Executive Director	\$18,309	<b>\$15,602</b>	2024
<a href="#">Abigail's Place</a>	TX	\$177,282	Executive Director	\$48,000	<b>\$45,531</b>	2024
<a href="#">Lexington Senior Center Inc</a>	MO	\$138,378	Executive Di	\$58,000	<b>\$58,253</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Stanton Accessible Apartments</a>	CA	\$138,256	Ceo	\$61,000	<b>\$51,424</b>	2023
<a href="#">Lotus Care House</a>	MO	\$179,774	Executive Director	\$77,885	<b>\$80,535</b>	2023
<a href="#">His Daughters House</a>	CA	\$180,015	Ceo	\$20,097	<b>\$16,942</b>	2023
<a href="#">Cmrs Iv Inc</a>	NH	\$181,273	President & Ceo	\$32,010	<b>\$28,028</b>	2024
<a href="#">Ocl Properties Xiii Inc</a>	NY	\$136,186	Chief Financial Officer	\$73,290	<b>\$62,801</b>	2024
<a href="#">Mp Mezes Inc</a>	CA	\$181,422	Cfo/assistant Secretary	\$59,660	<b>\$50,294</b>	2023
<a href="#">Ascendant Neighborhood Development</a>	NY	\$135,879	Executive Dir/ President	\$185,000	<b>\$163,204</b>	2023
<a href="#">Vesta Three Inc</a>	MD	\$183,633	President	\$21,417	<b>\$18,987</b>	2024
<a href="#">Wentworth Corporation</a>	RI	\$131,813	President	\$52,490	<b>\$49,137</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	59 organizations. Compensation range \$1,978–\$163,204; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$158,750); for reference, expenses \$189,029 and assets \$925,697.
ROLE MATCH	Tammy C Huebschman, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 2 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	66 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 (Tammy C Huebschman) 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 59 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,950 is reasonable (approximately the 14<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.