

Los Sures 383 Hewes Street Housing

Executive Director / CEO

EIN 320443877

NY · NTEE L50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Juan Ramos, Executive Director / CEO** (\$20,221) against **every comparable organization** that fit the selection criteria — **1244** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Juan Ramos — 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 (L50).
BUDGET	Total revenue between \$247,461 and \$554,019 — 0.67x to 1.50x the subject's \$369,346 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

1,244 organizations qualified on sector, size, and geography → **1,244** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,009	\$25,168	\$49,086	\$73,043	\$99,349	\$20,221
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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 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
Lutheran Social Services Of Central Ohio	OH	\$369,274	President & Ceo	\$9,088	\$10,966	2023
Main Street Apartments Inc	CA	\$369,002	President	\$21,168	\$19,706	2025
Springvale Terrace Inc	DC	\$368,647	Ceo	\$21,998	\$21,363	2024
Columbus Club Association Of Ysleta	TX	\$370,081	Executive Di	\$148,210	\$164,068	2024
45th Avenue Housing Company	NY	\$368,486	President/ceo/director	\$103,218	\$103,218	2024
Open Arms Development Corporation	OH	\$368,146	Executive Director	\$45,540	\$53,378	2024
Support Services For The Developmentally Disabled	WA	\$368,006	Treasurer/executive Director	\$46,000	\$45,576	2024
Asi Homes Inc	MN	\$370,749	President/tr	\$65,715	\$73,982	2023
Nela Housing And Supportive Services Corporation	LA	\$367,842	Executive Director	\$50,218	\$63,001	2023
The Arc Of Delaware Inc	DE	\$367,737	Executive Director	\$122,578	\$132,824	2024
Syracuse Ymca Senior Citizen Housing	NY	\$370,973	Secretary	\$28,992	\$28,992	2024
Community Housing Expansion Of Austin	TX	\$367,669	President	\$343	\$391	2023
Tri-county Senior Citizens & Housing Inc	CO	\$371,142	Executive Dir.	\$40,565	\$43,045	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rockport Affordable Housing Inc	MA	\$367,491	Executive Director	\$17,037	\$16,943	2024
Pacific Housing Oahu Corporation -	HI	\$371,369	Assistant Secretary / Auth	\$12,712	\$12,966	2023
Cortland Housing Assistance Council	NY	\$371,424	Executive Dir.	\$51,796	\$51,796	2024
Bivins Village	TX	\$367,173	President	\$52,498	\$58,115	2024
Connections Of Cumberland County Inc	NC	\$367,010	Executive Director	\$81,000	\$92,621	2024
Clinton County Services For The Homeless	OH	\$366,995	Ex Director	\$69,750	\$81,755	2024
Mhc Chula Vista Non-profit Housing Inc	AZ	\$371,790	Executive Director	\$17,621	\$18,754	2024
Grace Place Inc	MN	\$366,805	Presidentexecutive Director	\$53,083	\$58,046	2024
Samaritan House Inc	NC	\$366,778	Executive Dir.	\$79,070	\$90,414	2024
Ws Housing Development Fund Co Inc	NY	\$371,966	Board Member/president & Treasurer	\$25,080	\$25,080	2024
Worthington Christian Village Colony In	OH	\$372,029	Ceo / Exec Dir	\$9,685	\$11,352	2024
Mercy Place Belmont Inc	CO	\$366,310	Director	\$34,463	\$37,650	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	1244 organizations. Compensation range \$86–\$668,950; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$369,346); for reference, expenses \$517,585 and assets \$3,143,139. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Juan Ramos, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	690 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	54 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	19 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	63 rd

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 (Juan Ramos) 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 1244 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$20,221 is reasonable (approximately the 19th 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.