

# Community Services Fourth Housing

Executive Director / CEO

EIN 455463922

NY · NTEE L21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mindy Cervoni, Executive Director / CEO** (\$30,342) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Mindy Cervoni — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$46,674 and \$104,494 — 0.67x to 1.50x the subject's \$69,663 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

**117** organizations qualified on sector, size, and geography → **117** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$7,456	\$11,837	\$22,158	\$37,840	\$48,868	\$30,342
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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
<a href="#">Westland Community Housing Corporation</a>	MA	\$69,627	President (As Of 8/22/22)	\$2,702	<b>\$2,767</b>	2023
<a href="#">Maxcen Housing Society Inc Kentucky Branch</a>	KY	\$69,790	Ceo	\$5,188	<b>\$6,168</b>	2024
<a href="#">Shalom Apartments Of Federation</a>	PA	\$69,837	Executive Director	\$23,138	<b>\$25,535</b>	2024
<a href="#">Westhampton Senior Housing Inc</a>	MA	\$69,323	Executive Director	\$7,138	<b>\$7,608</b>	2022
<a href="#">Alternatives Homes 2004 Inc</a>	NJ	\$70,125	Chairperson, Trustee	\$22,000	<b>\$21,737</b>	2024
<a href="#">Mosaic Housing Corp Xii</a>	NE	\$68,885	President	\$26,896	<b>\$32,013</b>	2024
<a href="#">Homes Of Care Ii Inc</a>	MA	\$68,704	President & Ceo/director	\$24,869	<b>\$24,731</b>	2024
<a href="#">Community Services Second Housing</a>	NY	\$71,077	Director	\$30,342	<b>\$30,342</b>	2024
<a href="#">Home Together Community Housing</a>	MA	\$68,062	Cfo Of Action Inc	\$9,145	<b>\$9,094</b>	2024
<a href="#">Marsh Island Corporation</a>	ME	\$67,997	Secretary/treasurer	\$35,552	<b>\$38,381</b>	2025
<a href="#">Glenmore Housing Inc</a>	MD	\$71,530	Executive Director	\$4,329	<b>\$4,611</b>	2023
<a href="#">Thomas Housing Development Corporation</a>	MD	\$71,681	President	\$36,154	<b>\$37,405</b>	2024
<a href="#">Abcap Housing M Inc</a>	OH	\$71,704	Executive Director	\$41,692	<b>\$48,868</b>	2024
<a href="#">Passavant Memorial Homes Vii</a>	PA	\$67,562	Ceo & President	\$36,502	<b>\$40,283</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Independent Living Horizons Twelve Inc</a>	GA	\$72,061	President/ceo	\$21,151	<b>\$24,231</b>	2023
<a href="#">Wellspring Bridge Apartments</a>	KY	\$66,927	Chief Executive Officer	\$13,611	<b>\$16,183</b>	2024
<a href="#">Nyc Partnership Housing Development</a>	NY	\$66,900	President & Ceo	\$41,265	<b>\$41,265</b>	2024
<a href="#">Shirley Bridge Bungalows</a>	WA	\$66,720	President And Ceo	\$24,943	<b>\$24,713</b>	2024
<a href="#">Keystone Housing Development Corporation</a>	PA	\$66,416	Director Of Construction	\$13,787	<b>\$15,664</b>	2023
<a href="#">Dd Housing Incorporated</a>	CO	\$66,231	Chief Executive Officer	\$21,640	<b>\$22,963</b>	2024
<a href="#">Mosaic Housing Corp Xx - Garden City</a>	NE	\$74,256	President	\$26,896	<b>\$32,013</b>	2024
<a href="#">Evans Place Housing Inc</a>	NJ	\$74,331	Ceo	\$11,980	<b>\$11,837</b>	2024
<a href="#">Creative Housing Inc Xiii</a>	OH	\$64,862	President	\$9,011	<b>\$10,562</b>	2024
<a href="#">Affordable Senior Housing Of</a>	MA	\$74,574	Executive Director	\$7,138	<b>\$7,608</b>	2022
<a href="#">Greater Newark Housing Partnership Inc</a>	NJ	\$63,655	President & Ceo	\$40,688	<b>\$41,390</b>	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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **117** organizations. Compensation range \$2,384–\$179,760; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$69,663); for reference, expenses \$127,002 and assets \$816,801. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Mindy Cervoni, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	108 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	77 <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 (Mindy Cervoni) 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 117 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$30,342 is reasonable (approximately the 66<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.