

Los Sures 907 Driggs Avenue Hdfc

Executive Director / CEO

EIN 473203980

NY · NTEE L20

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 — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

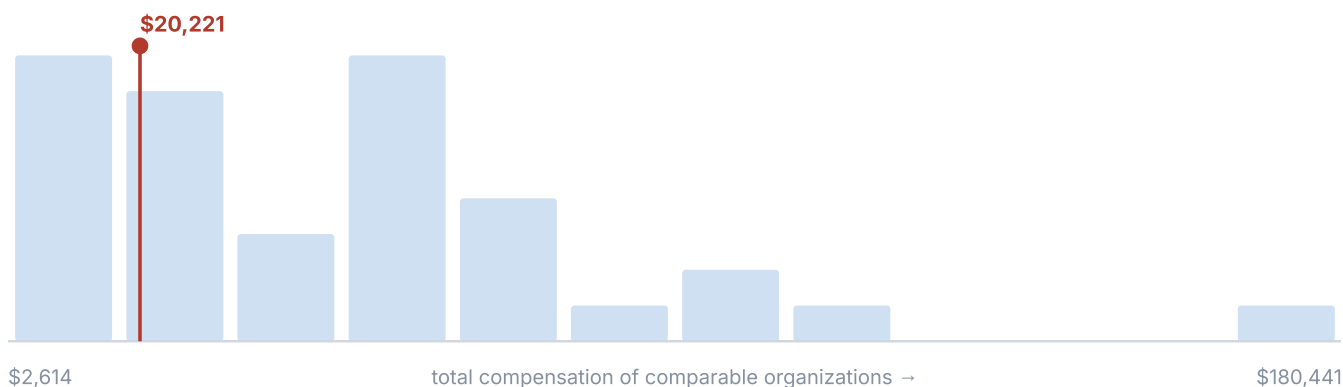
Benchmarked executive: Juan Ramos — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$156,454 and \$350,271 — 0.67x to 1.50x the subject's \$233,514 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20) + NY + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,669	\$22,065	\$39,419	\$61,934	\$97,166	\$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
Rouse Housing Development Fund	NY	\$231,274	Executive Director (To Dec 2023)	\$11,334	\$11,669	2023
Arlington Apartments Hdfc	NY	\$231,219	Ceo	\$25,826	\$25,826	2024
600 East 156th Street Housing	NY	\$243,524	President/ceo	\$180,441	\$180,441	2024
Long Island Housing Partnership	NY	\$223,347	President	\$58,483	\$60,210	2023
Providence Westside Housing Development	NY	\$245,390	President	\$2,810	\$2,893	2023
Acacia Real Estate Development Inc	NY	\$218,550	President	\$101,830	\$101,830	2024
Norfolk Housing Development Fund	NY	\$215,841	Board Member	\$38,288	\$39,419	2023
Amsterdam Continuing Care Health System	NY	\$254,412	President / Ceo	\$15,418	\$15,873	2023
Venture Care Housing Development Fund Co Inc	NY	\$254,990	Chief Executive Officer	\$38,189	\$39,317	2023
Madison Street Housing Development	NY	\$264,150	President/ed	\$61,872	\$61,872	2024
Southern Hills Preservation Corpora	NY	\$267,416	Exec. Direct	\$69,808	\$69,808	2024
Housing Opportunities Housing	NY	\$274,875	President	\$2,614	\$2,614	2024
New Rochelle Community Housing	NY	\$275,251	Executive Vice President	\$39,301	\$39,301	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Harlem United Supportive	NY	\$276,480	President	\$4,327	\$4,455	2023
Ler Housing Development Fund Corp	NY	\$277,109	President	\$101,830	\$101,830	2024
Oh 126th St Housing Development	NY	\$277,143	President	\$87,582	\$90,169	2023
Vip Rjp Housing Development Fund	NY	\$187,328	President/ceo	\$50,896	\$52,399	2023
91 Carlton Avenue Housing Development	NY	\$281,966	Ceo	\$59,698	\$59,698	2024
Association To Benefit Children Hdrc	NY	\$285,288	President/ceo	\$109,836	\$113,080	2023
Ocl Properties VIII Inc	NY	\$180,843	Chief Financial Officer	\$73,290	\$73,290	2024
Niagara Village Housing Development Fund	NY	\$177,900	Cfo	\$23,006	\$23,686	2023
Loretto O'brien Road Housing Development	NY	\$291,519	Chairperson	\$27,907	\$27,188	2025
Loretto Apartments At O'brien Road	NY	\$171,702	Chairperson	\$27,907	\$27,907	2024
Bailey Holt House Housing Development	NY	\$167,092	Member	\$29,779	\$30,659	2023
385 Third Avenue Housing Development	NY	\$166,146	Ceo	\$60,217	\$61,996	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	35 organizations. Compensation range \$2,614–\$180,441; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$233,514); for reference, expenses \$387,706 and assets \$1,032,893. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Juan Ramos, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	34 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 (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 35 similarly situated organizations (Same NTEE sector (L20) + NY + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$20,221 is reasonable (approximately the 23rd 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.