

Delancey Street North Carolina

Executive Director / CEO

EIN 561586613

NC · NTEE F33Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mimi H Silbert, Executive Director / CEO** (\$155,986) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

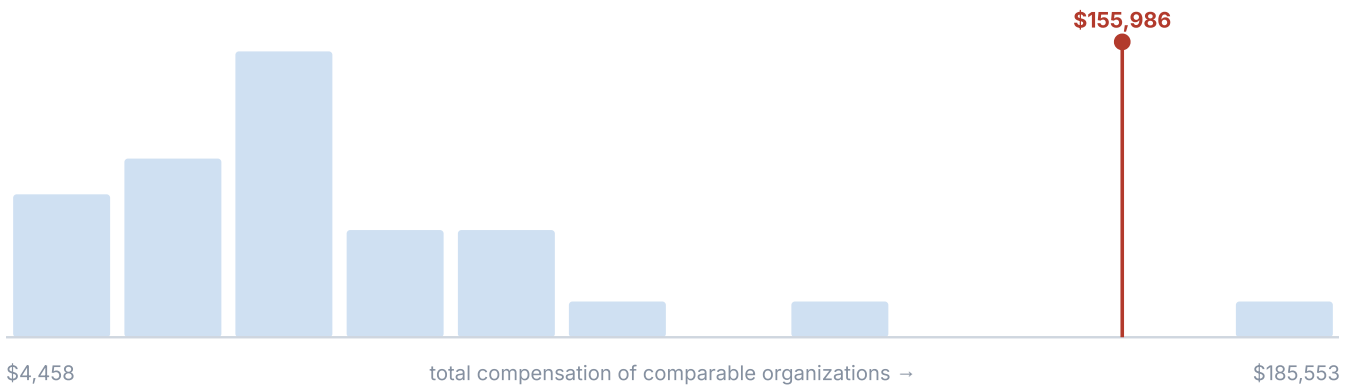
Benchmarked executive: Mimi H Silbert — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F33Z).
BUDGET	Total revenue between \$166,265 and \$372,237 — 0.67x to 1.50x the subject's \$248,158 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F33), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,720	\$24,447	\$41,827	\$60,642	\$82,817	\$155,986
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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 NC 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
Progress House	IN	\$254,750	President/ceo & Board Chair	\$89,097	\$90,933	2023
Oasis Clubhouse Inc	OK	\$234,012	Executive Director	\$45,096	\$45,476	2025
Oasis Housing Inc	UT	\$233,936	Admin Assistant	\$4,501	\$4,458	2023
Montreux Management Corporation	PA	\$230,000	President	\$43,401	\$40,686	2024
The Flynn Fellowship Home Of Gastonia Inc	NC	\$268,263	Ex. Director	\$49,536	\$48,115	2024
Bell Housing Inc	PA	\$268,461	Executive Director	\$20,040	\$18,786	2024
Ruthlyn Aitcheson Corporation	FL	\$225,422	Manager	\$48,228	\$42,590	2024
Martin Housing Alliance Incorporation	FL	\$222,520	President/ceo	\$38,173	\$34,706	2023
Assisi House	MO	\$286,108	Executive Director	\$68,997	\$70,726	2023
Kommunity Kares Inc	NJ	\$288,648	President	\$221,080	\$185,553	2024
Heaven Sent Group Home Inc	NC	\$291,703	Executive Di	\$74,700	\$74,700	2023
Iris Transitional Living	GA	\$295,086	Cfo	\$36,400	\$34,405	2024
Search For Change Community	NY	\$296,526	Ceo	\$25,719	\$21,847	2024
Peace River Center Properties Inc	FL	\$306,470	Secretary	\$27,335	\$24,140	2024
Preston Homes ll Inc	OH	\$188,145	President	\$54,434	\$55,798	2023
B C Davis Inc	MI	\$311,755	President	\$36,900	\$35,803	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Baycare Home	CA	\$180,000	Wang	\$31,254	\$25,369	2024
Shared Services Alliance	SC	\$174,750	Executive Director	\$49,063	\$49,537	2023
A Peace Of Mind Inc	PA	\$324,326	Executive Director	\$43,805	\$41,064	2024
Ocl Properties Inc	NY	\$171,633	Chief Financial Officer	\$73,290	\$62,256	2024
L'arche North Carolina	NC	\$335,585	Executive Director	\$70,179	\$68,166	2024
Bhr Housing Properties	WA	\$353,568	Bhr Ceo	\$25,251	\$21,880	2023
Pathway Recovery Inc	VA	\$353,900	President And Chief Executive Officer	\$19,962	\$18,654	2023
Bridge To Balance Inc	AZ	\$356,546	President	\$122,414	\$113,938	2023
Midway Apartments Inc	GA	\$367,120	Executive Dir.	\$19,500	\$18,432	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2023 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 NC 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 26 organizations. Compensation range \$4,458–\$185,553; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$248,158); for reference, expenses \$378,392 and assets \$605,860. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Mimi H Silbert, reported title "*PRESIDENT/CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 8 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	96 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 (Mimi H Silbert) 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 26 similarly situated organizations (Same NTEE sector (F33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$155,986 is reasonable (approximately the 96th 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.