

Hbhci Hud 6 Inc

Executive Director / CEO

EIN 593355346

FL · NTEE Z99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Gail Ryder, Executive Director / CEO** (\$68,495) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

Benchmarked executive: Gail Ryder — reported title “Vice President”, 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 (Z99).

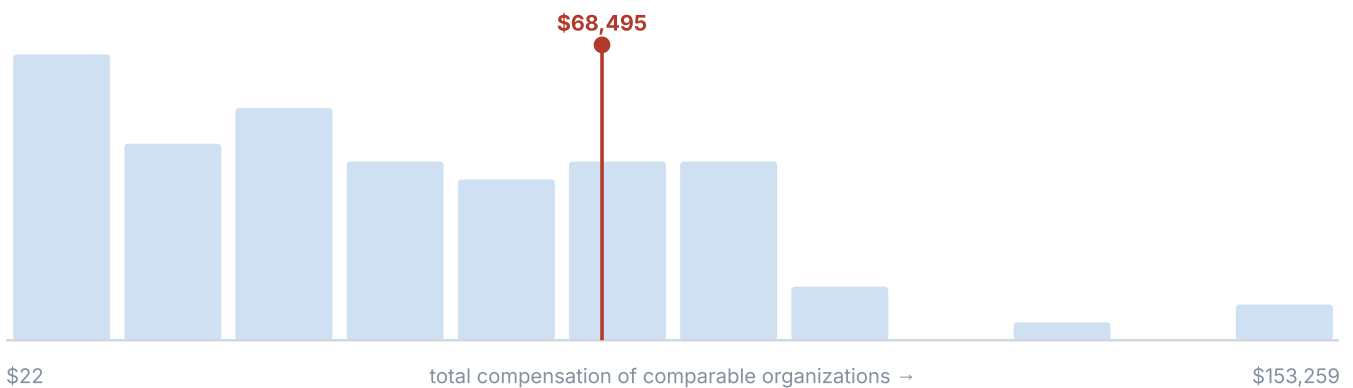
BUDGET Total revenue between \$92,109 and \$206,215 — 0.67x to 1.50x the subject's \$137,477 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

85 organizations qualified on sector, size, and geography

→ **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,348	\$19,814	\$41,283	\$67,740	\$86,081	\$68,495
---------	----------	----------	----------	----------	----------



■ 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 FL 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
Trauma Intervention Programs	CA	\$137,145	Executive Dir.	\$92,651	\$87,416	2024
Axys	TN	\$138,561	Executive Dir.	\$25,514	\$29,303	2024
The Foundation Of The Greater New Haven	CT	\$134,105	President	\$11,932	\$11,909	2025
Zumwalt Courts Inc	AR	\$141,069	Executive Director	\$21,642	\$27,366	2023
We Are Coaches Inc	CA	\$133,667	Ceo	\$39,167	\$36,954	2024
St James Hospital Foundation Inc	NY	\$132,629	Chief Executive Officer	\$8,280	\$8,175	2024
Sheet Metal Workers Local 100	MD	\$131,971	Trustee	\$81,704	\$83,463	2024
Parenting After Divorce	CO	\$130,171	Executive Di	\$54,425	\$57,022	2024
Nbaa Charities	DC	\$129,101	Chairman & President	\$93,876	\$90,011	2024
District 2-a2 Sight & Tissue Foundation	TX	\$146,120	President	\$49,500	\$55,700	2023
Erie Institute Of Law	NY	\$146,326	Executive Director	\$11,015	\$10,875	2024
Friends Of Akim Usa Inc	NJ	\$128,602	Director	\$47,444	\$47,652	2023
Friends Of Texas Wildlife	TX	\$146,429	Executive Dir.	\$29,050	\$31,752	2024
Humanity Rising Inc	IL	\$127,269	President	\$62,500	\$69,121	2023
Desert Island Supply Co	AL	\$148,049	Interim Executive Director	\$53,667	\$63,350	2024
Louisiana Center For Law And Civic	LA	\$126,547	Executive Dir.	\$68,722	\$85,126	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bowen Family Foundation	TX	\$148,610	Director	\$50,000	\$54,649	2024
Pathfinder Development Corporation	AR	\$125,459	Executive Director	\$21,642	\$27,366	2023
Deer River Volunteer Firemen's Relief Association	MN	\$124,086	President	\$300	\$333	2023
One Town Inc	CA	\$152,627	Director	\$750	\$729	2023
Friends Of Sutters Fort Inc	CA	\$152,675	Executive Dir.	\$79,591	\$77,312	2023
American Credit Counseling	MA	\$122,150	President	\$31,200	\$30,635	2024
Spokes	CA	\$154,133	Ceo	\$68,812	\$66,842	2023
Poverty 2 Prosperity Inc	GA	\$154,341	Executive Director	\$20,588	\$22,036	2025
Atlantic Highlands Fire Department Inc	NJ	\$120,454	President	\$900	\$878	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2025 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 FL 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 85 organizations. Compensation range \$22–\$153,259; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$137,477); for reference, expenses \$153,824 and assets \$507,345.

ROLE MATCH Gail Ryder, reported title "*Vice President*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	19 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	75 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Gail Ryder) 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 85 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,495 is reasonable (approximately the 75th 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.