

Hbhci Hud 7 Inc

Executive Director / CEO

EIN 593617102

FL · NTEE L20

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Gail Ryder, Executive Director / CEO** (\$68,495) against **every comparable organization** that fit the selection criteria — **210** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** 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 (L20).
BUDGET	Total revenue between \$90,958 and \$203,638 — 0.67x to 1.50x the subject's \$135,759 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

210 organizations qualified on sector, size, and geography → **210** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,415	\$18,010	\$36,078	\$60,744	\$84,566	\$68,495
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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 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
Peoples Organization For Strategic Excellence Pose Cdc Inc	LA	\$134,543	Executive Director	\$45,000	\$54,142	2024
A & E Association Inc	IL	\$137,280	Secretary/treasurer	\$12,317	\$13,621	2023
Community Homebuyers Inc	PA	\$134,011	Secretary/treasurer	\$28,234	\$30,764	2024
Family Connection	SD	\$133,844	Secretary/ex	\$50,000	\$58,740	2025
Central Alabama Housing Alliance	AL	\$133,836	President	\$20,643	\$24,367	2024
Tumbleweed Housing Foundation	CA	\$138,128	Ceo	\$61,000	\$59,253	2023
Mott Rural Rental Housing Corp	ND	\$138,275	President	\$3,600	\$4,316	2024
The Copley House Inc	VT	\$133,172	Vice Preside	\$26,702	\$28,609	2025
Eye Of A Needle Foundation Inc	CA	\$133,166	President	\$24,700	\$23,993	2023
Asi Owatonna Inc	MN	\$138,902	President/tr	\$68,006	\$71,531	2025
Hagerstown Neighborhood Development Partnership Inc	MD	\$139,199	Past Executive Director	\$70,270	\$73,903	2023
Seddemeyer Inc	IN	\$139,411	President	\$44,374	\$51,130	2024
Ford House Inc	MN	\$131,683	Ceo Of Commonbond	\$21,254	\$22,947	2024
East Portland Supportive Housing Inc	OR	\$140,293	Finance Dir.	\$13,072	\$13,264	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Asi Sioux Falls Inc	MN	\$140,321	President/tr	\$68,006	\$71,531	2025
Helms Housing Inc	CT	\$130,931	Co-president And Ceo	\$37,301	\$38,214	2024
Colorado Community Land Trust-	CO	\$140,591	Ceo/executive Director (Term End 07/23)	\$6,457	\$6,765	2024
Perry S Hall Inc	VA	\$130,741	Secretary	\$28,094	\$29,639	2024
James Valley Apartments Inc	SD	\$130,414	Manager	\$12,113	\$14,606	2024
The Beneficial Housing Foundation	CA	\$141,196	Ceo/chairman	\$124,517	\$117,483	2024
Spf-ster-iv	IL	\$129,997	President/ceo	\$30,975	\$34,257	2023
Network Housing '92 Inc	OH	\$141,557	Ceo (Exited 3.24.25)	\$30,598	\$35,411	2024
Missing Middle Housing Fund	OR	\$141,730	Ceo	\$85,000	\$86,249	2024
Ocl Properties Xi Inc	NY	\$141,772	Chief Financial Officer	\$73,290	\$72,362	2024
Comunidad Corporation	TX	\$129,675	Exec Dir/pres	\$108,900	\$119,026	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 210 organizations. Compensation range \$441–\$321,834; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$135,759); for reference, expenses \$145,015 and assets \$574,593.

ROLE MATCH	Gail Ryder, reported title " <i>Vice President</i> ", 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	154 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	77 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	92 nd

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 10, 2026, comparing compensation against 210 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,495 is reasonable (approximately the 77th 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 10, 2026.