

Mermentau Elderly Housing

Executive Director / CEO

EIN 721279155

FL · NTEE L22Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melanie Ribeiro, Executive Director / CEO** (\$75,384) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Melanie Ribeiro — reported title "VICE PRESIDE", 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 (L22Z).

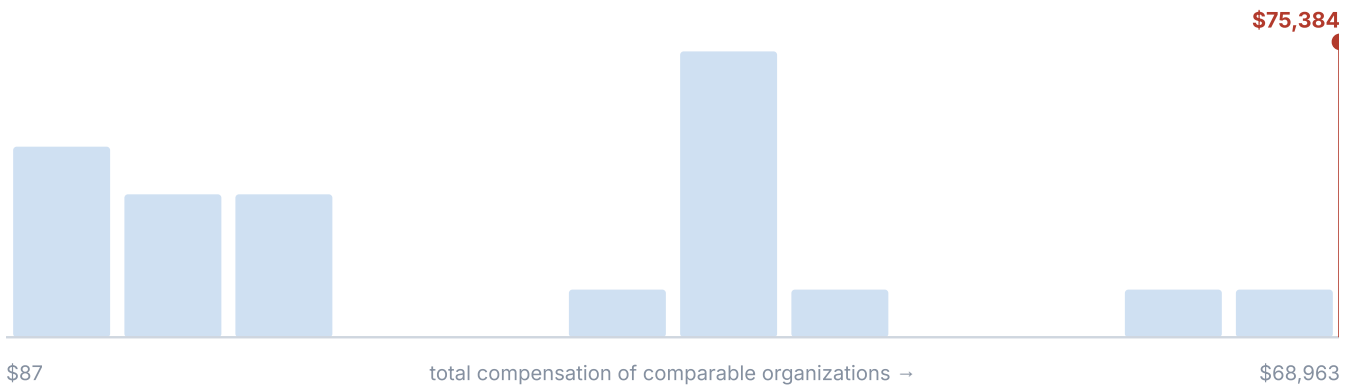
BUDGET Total revenue between \$40,055 and \$89,676 — 0.67x to 1.50x the subject's \$59,784 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,235	\$9,663	\$24,969	\$39,301	\$46,842	\$75,384
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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
Roseland Place Inc Nfp	CO	\$61,985	President	\$11,727	\$12,323	2023
Abilities At English Park Inc	FL	\$63,084	President/ceo	\$38,173	\$39,301	2023
Manor Care Of Spokane Wa Association	OH	\$54,489	Ceo	\$14,012	\$15,798	2024
Circus And Traveling Shows Retirement Project Inc	FL	\$65,327	Executive Director	\$33,160	\$34,139	2023
The Hills At Cortland Ridge	WI	\$65,337	Ceo	\$32,070	\$36,705	2023
Passavant Memorial Homes li Inc	PA	\$52,241	Ceo & President	\$36,502	\$38,748	2024
Prairie Inn Corporation	ND	\$70,068	Executive Director	\$8,865	\$10,662	2023
Mosaic Illinois Housing I	NE	\$48,978	President	\$32,929	\$38,815	2023
East View Villa Inc	KS	\$71,255	Ceo	\$2,885	\$3,318	2024
Abilities At Eagle's Nest Inc	FL	\$72,042	President/ceo	\$38,173	\$39,301	2023
Frankford Elderly Housing Corporation	MO	\$74,027	Vice President	\$2,208	\$2,489	2024
Loretta Village Housing li Inc	MD	\$75,094	Board Member	\$11,222	\$11,497	2023
Beverly Hills Senior Citizen	CA	\$41,968	President	\$7,252	\$6,666	2024
Aultman Home For Aged Women Inc	OH	\$78,667	Executive Director	\$77	\$87	2024
18 W Read St Inc	MD	\$79,128	Executive Director	\$4,329	\$4,436	2023
Lss Housing Eau Claire Inc	WI	\$79,474	President	\$40,683	\$45,228	2024
Lutheran Development Corporation	OH	\$80,205	President/ce	\$54,426	\$61,363	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Abilities At San Juan li Inc	FL	\$83,482	President/ceo	\$38,173	\$39,301	2023
Jones Manor On The Sound	NY	\$83,605	Executive Director	\$12,000	\$11,883	2023
Arc Apartments Inc	NY	\$88,907	Ceo	\$69,638	\$68,963	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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	20 organizations. Compensation range \$87–\$68,963; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$59,784); for reference, expenses \$195,463 and assets \$521,707. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Melanie Ribeiro, reported title " <i>VICE PRESIDE</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	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	0th

All sources (D + E + F), adjusted

65th

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 (Melanie Ribeiro) 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 20 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,384 is reasonable (approximately the 100th 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.