

East 100 Housing Development Fund

Executive Director / CEO

EIN 810973590
 NY · NTEE L21
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Frederick Shack, Executive Director / CEO** (\$4,614) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Frederick Shack — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L21).

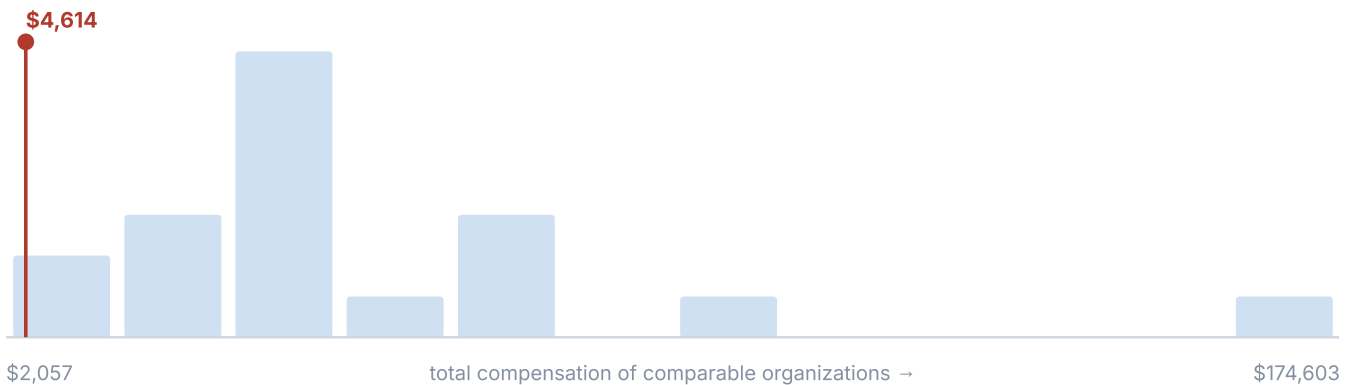
BUDGET Total revenue between \$97,949 and \$219,289 — 0.67x to 1.50x the subject's \$146,193 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L21) + NY + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,403	\$30,775	\$38,020	\$65,286	\$77,884	\$4,614
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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
Nycha Iii Parent Housing Development	NY	\$147,391	President & Ceo	\$96,272	\$93,510	2024
Chase Housing Corporation	NY	\$152,036	President & Ceo	\$27,698	\$26,903	2024
Happiness House Apartments Housing	NY	\$154,586	President	\$39,934	\$38,788	2024
Providence Brown Street Housing	NY	\$137,172	President	\$2,810	\$2,810	2023
Ocl Properties Xiv Inc	NY	\$133,621	Chief Financial Officer	\$73,290	\$71,187	2024
Share Xinc	NY	\$169,049	Executive Director	\$70,564	\$70,564	2023
Ocl Properties X Inc	NY	\$120,273	Chief Financial Officer	\$73,290	\$71,187	2024
Cypress Homes Hdfc	NY	\$120,019	Ceo	\$25,826	\$25,085	2024
Urban League Of Rochester Economic	NY	\$117,495	President/ceo	\$36,309	\$35,267	2024
Bronxview Housing Development	NY	\$174,918	Treasurer/secretary	\$44,892	\$43,604	2024
Harlem Restoration Project Inc	NY	\$175,330	Exe Dir	\$40,000	\$37,851	2025
Mental Retardation Communityservices Of Nassau County - Project	NY	\$179,171	Chief Executive Officer	\$179,760	\$174,603	2024
Center Housing Development Fund	NY	\$104,492	Pres/ceo/tre	\$32,879	\$31,936	2024
Federation Housing Ii Inc	NY	\$191,054	Cfo	\$50,911	\$49,450	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nazareth House Housing Development Fund	NY	\$192,701	Executive Director	\$2,057	\$2,057	2023
Venture Cares Option 1 Inc	NY	\$98,635	Chief Executive Officer	\$38,189	\$38,189	2023
Castorland Housing Development	NY	\$200,935	Member/site Manager	\$32,500	\$31,568	2024
Ellenburg Housing Development Fund	NY	\$212,855	Manager	\$31,412	\$30,511	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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	18 organizations. Compensation range \$2,057–\$174,603; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$146,193); for reference, expenses \$140,450 and assets \$1,884,140.
ROLE MATCH	Frederick Shack, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 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	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	56 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 (Frederick Shack) 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 18 similarly situated organizations (Same NTEE sector (L21) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,614 is reasonable (approximately the 11th 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.