

Vermont Village Community Development Corp Inc

Executive Director / CEO

EIN 954546245
 CA · NTEE L20Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Robert Rubin, Executive Director / CEO** (\$84,725) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

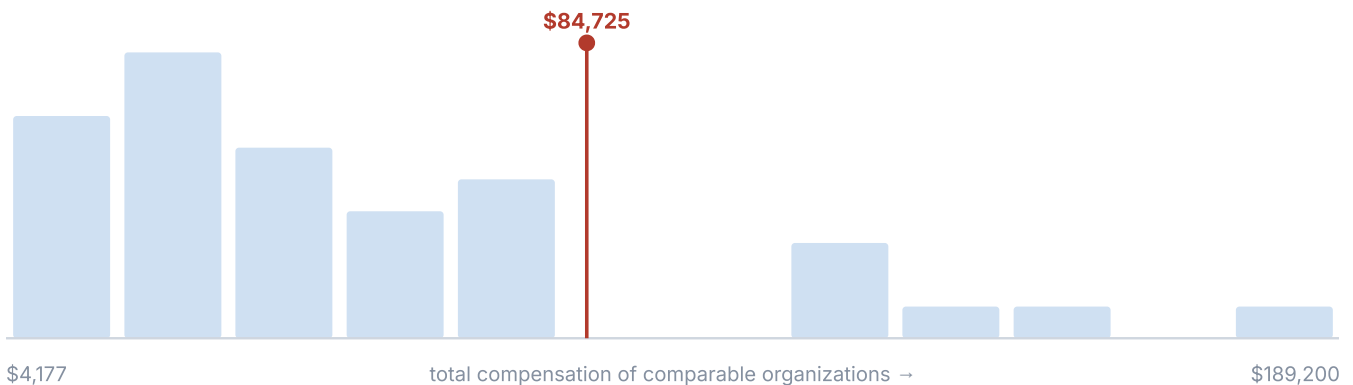
Benchmarked executive: Robert Rubin — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20Z).
BUDGET	Total revenue between \$257,108 and \$575,616 — 0.67x to 1.50x the subject's \$383,744 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20) + CA + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,466 10TH	\$21,369 25TH	\$43,669 MEDIAN	\$66,173 75TH	\$118,212 90TH	\$84,725 THIS ORG · 84TH
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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 CA 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
St Peters Supportive Housing Inc	CA	\$382,447	Executive Dir.	\$13,111	\$13,111	2023
Santa Barbara Housing Assistance Co	CA	\$381,772	Director/pre	\$22,000	\$21,369	2024
Restoration Community Development Corporation	CA	\$379,048	Executive Director	\$20,689	\$20,689	2023
Nairobi Housing Inc	CA	\$376,230	Evp/cfo	\$120,262	\$116,812	2024
The Salvation Army Puyallup Residences Inc	CA	\$376,169	President	\$32,694	\$32,694	2023
Village Gardens Rhf Housing Inc	CA	\$408,945	President/ceo	\$68,128	\$66,173	2024
Ivy Hill Development Corporation	CA	\$351,998	Chief Executive Officer	\$16,785	\$16,303	2024
Westerner Mutual Housing Association	CA	\$351,828	Ceo - Thru 9/24	\$27,359	\$26,574	2024
California Community Builders Inc	CA	\$417,818	Ceo	\$116,007	\$112,679	2024
Restore Neighborhoods La Inc	CA	\$424,610	Executive Director	\$189,200	\$189,200	2023
Mid-peninsula Scotts Valley Inc	CA	\$340,716	Cfo / Assistant Secretary	\$77,467	\$75,244	2024
National Housing Corporation	CA	\$337,202	Executive Di	\$157,144	\$157,144	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hdp Mason Housing Corporation	CA	\$430,446	President & Ceo	\$9,264	\$8,998	2024
Pauahi Elderly Inc	CA	\$438,001	President/ceo	\$68,128	\$66,173	2024
Bexar Rhf Housing Inc	CA	\$438,912	President/ceo	\$68,128	\$66,173	2024
Mid-peninsula Coastside Inc	CA	\$327,693	Cfo / Assistant Secretary	\$59,660	\$59,660	2023
Opportunity Builders A Not For Profit Development	CA	\$446,905	President And Executive Direc	\$31,792	\$31,792	2023
Community Home Builders And Associates	CA	\$319,711	President	\$63,791	\$61,961	2024
Nehemiah Project La Inc	CA	\$449,577	President And Ceo	\$48,830	\$48,830	2023
Stoney Pinecharities Housing Corp	CA	\$311,730	President (Thru 12/24)	\$51,561	\$50,082	2024
Rainbow Horizons	CA	\$311,306	President & Ceo Of New Horizons	\$8,068	\$8,068	2023
Paula Apartments Inc	CA	\$467,789	Non-voting Vp/coo	\$53,033	\$51,511	2024
Cdla Inc	CA	\$298,739	President	\$43,669	\$43,669	2023
Mid-peninsula Colma Ridge Inc	CA	\$293,405	Cfo / Assistant Secretary	\$77,467	\$75,244	2024
Church Street Housing Inc	CA	\$290,424	President	\$45,067	\$43,774	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	37 organizations. Compensation range \$4,177–\$189,200; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$383,744); for reference, expenses \$328,189 and assets \$521,467.
ROLE MATCH	Robert Rubin, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	84 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	22 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 (Robert Rubin) 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 37 similarly situated organizations (Same NTEE sector (L20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,725 is reasonable (approximately the 84th 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.