

# Factory Built Owners Of America

Executive Director / CEO

EIN 200356200

TX · NTEE L80

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Barry Noffsinger, Executive Director / CEO** (\$31,250) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Barry Noffsinger — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (L80).

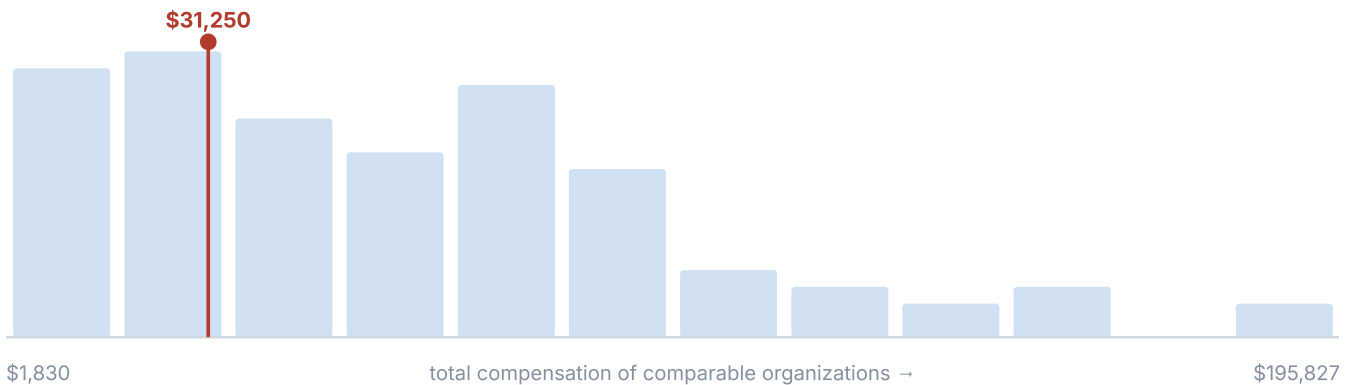
**BUDGET** Total revenue between \$293,460 and \$657,000 — 0.67x to 1.50x the subject's \$438,000 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

**96** organizations qualified on sector, size, and geography

→ **96** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,026	\$25,650	\$55,114	\$82,729	\$114,597	\$31,250
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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 TX 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
<a href="#">Neighborhood Housing Services Of</a>	CT	\$437,873	Executive Di	\$67,000	<b>\$64,655</b>	2023
<a href="#">Amenity Aid</a>	RI	\$437,494	Executive Director	\$66,469	<b>\$65,598</b>	2023
<a href="#">Graceful Touch Transitional Services Inc</a>	AK	\$440,963	Executive Dir.	\$92,308	<b>\$88,224</b>	2024
<a href="#">Home Means Nevada Inc Hmn</a>	NV	\$441,087	Ops Mgr	\$75,988	<b>\$76,145</b>	2024
<a href="#">Edgewood Community Childcare &amp; Learning Center</a>	IA	\$441,295	Executive Director	\$49,468	<b>\$52,752</b>	2025
<a href="#">Convergence Memphis Inc</a>	TN	\$433,666	Executive Director	\$92,013	<b>\$99,544</b>	2023
<a href="#">Mhp Town Centre Inc</a>	MD	\$442,503	Vice President	\$52,191	<b>\$48,779</b>	2024
<a href="#">Housing Justice League Inc</a>	GA	\$432,439	Executive Director	\$77,000	<b>\$79,684</b>	2023
<a href="#">Fair Housing Council Of Central</a>	CA	\$429,664	Executive Dir.	\$55,868	<b>\$48,227</b>	2024
<a href="#">North Star Housing Inc</a>	NY	\$447,613	President & Ceo	\$35,583	<b>\$33,093</b>	2023
<a href="#">San Antonio Fair Housing Council Inc</a>	TX	\$447,629	Executive Director	\$63,951	<b>\$65,840</b>	2023
<a href="#">Garwyn Oaks Northwest Housing Resource Center Inc</a>	MD	\$453,504	Executive Director	\$82,083	<b>\$76,716</b>	2024
<a href="#">Lakeview Housing Authority Inc</a>	MD	\$421,567	Manager	\$27,600	<b>\$25,795</b>	2024
<a href="#">Chicago Ballet Arts</a>	IL	\$419,358	Vice President	\$9,187	<b>\$9,029</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Appalachian Housing And Redevelopment Corporation</a>	GA	\$418,540	Secretary	\$61,496	<b>\$63,639</b>	2023
<a href="#">Eden Alvarado Niles Inc</a>	CA	\$465,262	President	\$39,896	<b>\$34,440</b>	2024
<a href="#">Normandale Housing Corporation</a>	MN	\$467,001	Director	\$15,480	<b>\$15,291</b>	2024
<a href="#">New Lima-housing For The Future</a>	OH	\$404,949	Executive Director	\$72,613	<b>\$76,884</b>	2024
<a href="#">Neighborhood Housing Services</a>	WI	\$402,413	Executive Director	\$117,846	<b>\$119,864</b>	2025
<a href="#">Vinecrest Senior Apartments Inc</a>	CA	\$477,837	Ceo	\$29,210	<b>\$25,215</b>	2024
<a href="#">Inner City Recovery Homes International</a>	CA	\$481,502	Director	\$8,160	<b>\$7,044</b>	2024
<a href="#">Mgrs Inc</a>	CT	\$482,073	Director	\$4,500	<b>\$4,109</b>	2025
<a href="#">The Southern California Housing</a>	CA	\$486,451	President	\$13,750	<b>\$11,869</b>	2024
<a href="#">Northwest Communities Development Corporation</a>	MO	\$492,098	Executive Director	\$28,600	<b>\$30,282</b>	2024
<a href="#">Todcoybc 4</a>	CA	\$496,372	President	\$56,398	<b>\$50,123</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 96 organizations. Compensation range \$1,830–\$195,827; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$438,000); for reference, expenses \$68,601 and assets \$601,663. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Barry Noffsinger, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	35 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	30 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	28 <sup>th</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	11 <sup>th</sup>

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 (Barry Noffsinger) 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 96 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,250 is reasonable (approximately the 30<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.