

# Salt & Light Housing I Inc

Executive Director / CEO

EIN 201260729  
 NJ · NTEE L20  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Derry Holland, Executive Director / CEO** (\$59,141) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Derry Holland — 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 (L20).
BUDGET	Total revenue between \$15,614 and \$34,957 — 0.67x to 1.50x the subject's \$23,305 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,767	\$11,980	\$21,854	\$59,141	\$87,799	\$59,141
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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 NJ 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="#">Independence Iii Inc</a>	NJ	\$24,667	President	\$59,141	<b>\$59,141</b>	2024
<a href="#">Newbridge Housing.Ii Inc</a>	NJ	\$24,757	Ceo	\$11,980	<b>\$11,980</b>	2024
<a href="#">Boston Homeowner Services Collaborative</a>	MA	\$21,771	Chief Executive Officer	\$39,784	<b>\$41,224</b>	2023
<a href="#">Pathstone Alliance For Better Housing</a>	PA	\$24,967	President	\$2,614	<b>\$2,920</b>	2024
<a href="#">W A F A</a>	WA	\$25,054	Executive Director	\$15,800	<b>\$16,312</b>	2023
<a href="#">Beam Homes Inc</a>	MD	\$25,678	President	\$20,272	<b>\$21,854</b>	2023
<a href="#">Mid-peninsula Holy Family Corporation</a>	CA	\$25,813	Cfo / Assistant Secretary	\$77,467	<b>\$74,921</b>	2024
<a href="#">Race Housing Corporation</a>	OH	\$26,596	Ceo	\$14,293	<b>\$16,955</b>	2024
<a href="#">Habitat For Humanity Of Cherokee</a>	SC	\$26,835	Executive Di	\$5,090	<b>\$5,947</b>	2024
<a href="#">Independence I Inc</a>	NJ	\$19,698	President	\$59,141	<b>\$59,141</b>	2024
<a href="#">Wynnton Neighborhood Housing Inc</a>	GA	\$19,043	Ex-officio Exec Secretary	\$24,000	<b>\$27,028</b>	2024
<a href="#">Chynoweth Housing Inc</a>	CA	\$27,995	President	\$41,962	<b>\$41,781</b>	2023
<a href="#">Sands Drive Housing Inc</a>	CA	\$16,528	Executive Director	\$246,543	<b>\$245,484</b>	2023
<a href="#">Independence Iv Inc</a>	NJ	\$31,417	President	\$59,141	<b>\$59,141</b>	2024
<a href="#">Ashmore Homes Inc</a>	MD	\$31,435	Chair	\$7,418	<b>\$7,997</b>	2023
<a href="#">Mp St Matthew Inc</a>	CA	\$31,437	Cfo / Assistant Secretary	\$77,467	<b>\$74,921</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lifetime Housing Development Corporation</a>	NY	\$31,753	President & Ceo	\$19,027	<b>\$19,257</b>	2024
<a href="#">Rotary Valley Inc</a>	CA	\$32,377	Evp/cfo	\$120,262	<b>\$116,310</b>	2024
<a href="#">Center For Housing Resources</a>	TX	\$33,160	Executive Dir.	\$86,029	<b>\$96,384</b>	2024
<a href="#">Fswp-gl V Inc</a>	PA	\$33,611	Ceo	\$28,093	<b>\$32,305</b>	2023
<a href="#">Somersworth Community Development</a>	NH	\$33,722	Member	\$10	<b>\$10</b>	2024
<a href="#">Alaw Ogden Gardens Inc</a>	PA	\$33,948	Director Of Construction	\$13,787	<b>\$15,854</b>	2023
<a href="#">Hba Charitable &amp; Educational</a>	MI	\$34,044	Executive Officer	\$7,030	<b>\$8,127</b>	2024
<a href="#">Partnership Housing Inc</a>	CA	\$34,591	Chief Executive Officer	\$12,105	<b>\$12,053</b>	2023
<a href="#">Southwest Neighborhood Housing Corp</a>	CO	\$34,711	Executive Director	\$8,935	<b>\$9,596</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT	25 organizations. Compensation range \$10–\$245,484; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$23,305); for reference, expenses \$37,240 and assets \$510,699. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Derry Holland, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 19 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	84 <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 (Derry Holland) 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 25 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,141 is reasonable (approximately the 68<sup>th</sup> 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.