

Ocean Housing Development I Inc

Executive Director / CEO

EIN 201797292
 NJ · NTEE L21
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Veith Lcsw, Executive Director / CEO** (\$42,001) 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 **80th** percentile of comparable organizations within the typical range

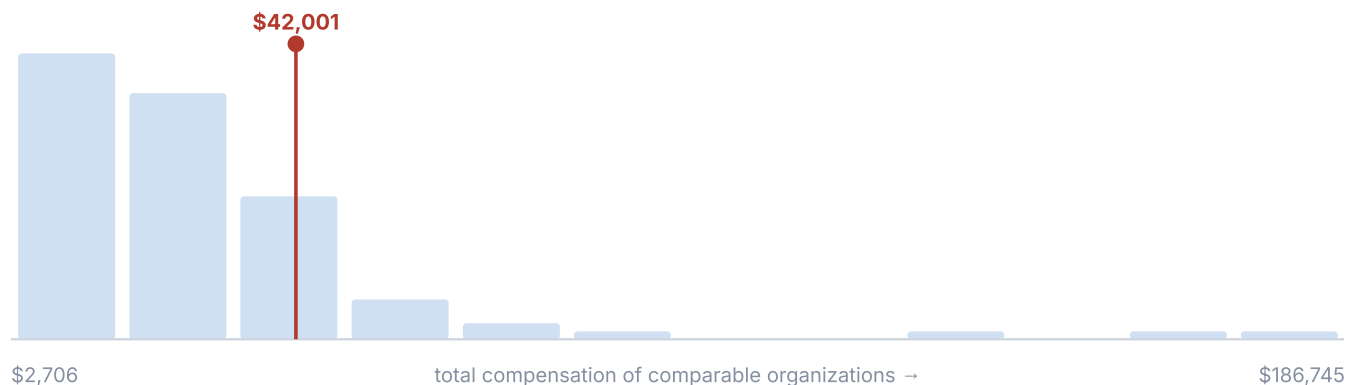
Benchmarked executive: Kimberly Veith Lcsw — reported title “PRES/CEO NON”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$40,386 and \$90,417 — 0.67x to 1.50x the subject's \$60,278 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), 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



\$7,047	\$12,596	\$23,771	\$39,922	\$49,807	\$42,001
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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
Warren Housing Opportunities Corporation	NJ	\$60,580	Treasurer	\$7,487	\$7,685	2024
Building Dreams Inc	KY	\$59,695	Executive Director	\$8,929	\$10,744	2025
Jfm No 5 Corp	ME	\$61,554	Ceo	\$14,253	\$15,985	2025
Traskwood Complex Inc	AR	\$58,775	Executive Director	\$21,642	\$28,794	2023
Dante House Inc	CA	\$61,860	Co-exec Directr	\$20,468	\$20,320	2024
Evesham Section 811 Housing Corporation	PA	\$62,882	President & Ceo	\$25,525	\$30,128	2023
Forty West Street Corporation	MA	\$63,027	Chief Executive Officer	\$24,075	\$25,607	2023
People Improving Communities And	MA	\$57,247	President/ceo	\$37,728	\$38,977	2024
Passavant Memorial Homes X	PA	\$57,143	Ceo & President	\$36,502	\$41,849	2024
Lamont House Inc	CA	\$57,063	Co-exec Directr	\$20,468	\$20,320	2024
Passavant Memorial Homes V	PA	\$57,057	Ceo & President	\$36,502	\$41,849	2024
Robstown Housing Facility Corporation	TX	\$56,963	Executive Director	\$2,425	\$2,717	2025
Greater Newark Housing Partnership Inc	NJ	\$63,655	President & Ceo	\$40,688	\$42,998	2023
Coggins Square Inc	CA	\$56,550	President	\$47,242	\$48,284	2023
Hamlin Hotel Corporation	CA	\$56,218	President	\$23,175	\$23,686	2023
Tcrc Cottonwood Cila Nfp	IL	\$55,791	President & Ceo	\$19,496	\$22,035	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arc Cape May Housing Inc	NJ	\$55,752	President	\$14,105	\$14,478	2024
Creative Housing Inc Xiii	OH	\$64,862	President	\$9,011	\$10,972	2024
Colosimo Apartments Inc	CA	\$55,114	Vice Chair	\$8,818	\$8,754	2024
Mental Retardation Community Serv Of Nassau Cty-project Ii Inc	NY	\$54,326	Chief Executive Officer	\$179,760	\$186,745	2024
Dd Housing Incorporated	CO	\$66,231	Chief Executive Officer	\$21,640	\$23,856	2024
Keystone Housing Development Corporation	PA	\$66,416	Director Of Construction	\$13,787	\$16,274	2023
Shirley Bridge Bungalows	WA	\$66,720	President And Ceo	\$24,943	\$25,674	2024
Nyc Partnership Housing Development	NY	\$66,900	President & Ceo	\$41,265	\$42,869	2024
Wellspring Bridge Apartments	KY	\$66,927	Chief Executive Officer	\$13,611	\$16,812	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 2025 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.

● Sample, role match & sensitivity

PEER COUNT 96 organizations. Compensation range \$2,706–\$186,745; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$60,278); for reference, expenses \$87,735 and assets \$554,277. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Kimberly Veith Lcsw, reported title "PRES/CEO NON", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	89 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	80 th
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	61 st

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 (Kimberly Veith Lcsw) 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 96 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,001 is reasonable (approximately the 80th 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.