

# Ocean Housing Development Ii Inc

Executive Director / CEO

EIN 204852154  
 NJ · NTEE L20  
 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 — **161** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70<sup>th</sup>** 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 (L20).
BUDGET	Total revenue between \$53,254 and \$119,227 — 0.67x to 1.50x the subject's \$79,485 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

**161** organizations qualified on sector, size, and geography → **161** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,411	\$16,812	\$30,256	\$44,991	\$78,864	\$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
<a href="#">Asi - Golden Valley Inc</a>	MN	\$78,963	President/tr	\$65,715	<b>\$76,856</b>	2023
<a href="#">Lackawanna Neighbors Inc</a>	PA	\$80,030	Executive Di	\$10,675	<b>\$12,238</b>	2024
<a href="#">Montgomery Housing Inc</a>	MD	\$80,042	President	\$20,272	<b>\$22,432</b>	2023
<a href="#">Collin's Way Inc</a>	MD	\$80,305	Ceo	\$7,826	<b>\$8,411</b>	2024
<a href="#">Share Ix Inc</a>	NY	\$80,338	Executive Director	\$70,564	<b>\$75,471</b>	2023
<a href="#">Castleton Homes Inc</a>	MD	\$80,376	President & Ceo	\$20,896	<b>\$23,122</b>	2023
<a href="#">Advance Housing 2000 Inc</a>	NJ	\$78,254	Member & Ceo	\$25,881	<b>\$26,566</b>	2024
<a href="#">Shdc No 6 Inc</a>	HI	\$80,932	Exec. Dir. & Asst Secr.	\$12,721	<b>\$13,480</b>	2023
<a href="#">Habitat For Humanity Of Greater Watertown Region</a>	SD	\$77,452	Executive Director	\$55,592	<b>\$72,618</b>	2023
<a href="#">Middletown Homes Inc</a>	NJ	\$77,446	Chief Executive Officer	\$29,476	<b>\$30,256</b>	2024
<a href="#">Valley Of The Sun School Properties Two</a>	AZ	\$81,744	Board Member	\$18,515	<b>\$20,471</b>	2024
<a href="#">Bucks Villa Inc</a>	PA	\$77,189	Ceo (Thru. 12/24)	\$9,365	<b>\$10,460</b>	2025
<a href="#">Abilities At St Andrews Cove Inc</a>	FL	\$77,093	President/ceo	\$38,173	<b>\$42,445</b>	2023
<a href="#">Lss Housing Hampton Inc</a>	WI	\$81,884	President	\$40,683	<b>\$48,846</b>	2024
<a href="#">Alabama Communities Inc</a>	GA	\$82,106	Executive Di	\$80,000	<b>\$92,477</b>	2024
<a href="#">Ocean Housing Development Iii Inc</a>	NJ	\$76,749	Pres/ceo Non	\$40,426	<b>\$41,496</b>	2024
<a href="#">First Shared Housing Corp</a>	PA	\$76,617	Asst Secretary	\$7,018	<b>\$8,046</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Central Coast Housing Corporation</a>	CO	\$76,221	Vice President	\$45,695	<b>\$50,373</b>	2024
<a href="#">Friendship Homes Inc</a>	TN	\$82,927	President	\$36,000	<b>\$42,383</b>	2025
<a href="#">Community Alliance Housing</a>	NE	\$83,203	President & Ceo	\$35,341	<b>\$44,991</b>	2023
<a href="#">Washington Court Inc</a>	NH	\$75,524	Executive Director	\$1,242	<b>\$1,284</b>	2025
<a href="#">Vesta Twelve Inc</a>	MD	\$75,392	President	\$21,417	<b>\$23,020</b>	2024
<a href="#">Housing Works Pitkin Avenue Hdfc Inc</a>	NY	\$83,738	Secretary	\$27,348	<b>\$29,250</b>	2023
<a href="#">Creative Housing Inc V</a>	OH	\$83,987	President	\$9,011	<b>\$10,972</b>	2024
<a href="#">Family Services Of Western Pennsylvania</a>	PA	\$74,768	Ceo	\$28,093	<b>\$33,159</b>	2023

**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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	161 organizations. Compensation range \$937–\$338,626; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$79,485); for reference, expenses \$81,306 and assets \$743,277.
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	137 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	70 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	56 <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 (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 161 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,001 is reasonable (approximately the 70<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.