

# Ridge Oak Iii Inc

Executive Director / CEO

EIN 273501015

NJ · NTEE L22

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Bonnie Kelly, Executive Director / CEO** (\$61,663) against **every comparable organization** that fit the selection criteria — **249** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Bonnie Kelly — 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 (L22).
BUDGET	Total revenue between \$222,326 and \$497,745 — 0.67x to 1.50x the subject's \$331,830 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

**249** organizations qualified on sector, size, and geography → **249** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,393	\$22,193	\$42,911	\$67,633	\$93,757	\$61,663
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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="#">Snhs Elderly Housing Inc</a>	NH	\$331,493	Treasurer	\$53,564	<b>\$55,395</b>	2025
<a href="#">Lutheran Housing Services 18 Inc</a>	OH	\$332,392	President/ce	\$62,368	<b>\$78,186</b>	2023
<a href="#">Plymouth Place Inc</a>	CA	\$329,741	President/ceo	\$68,128	<b>\$67,633</b>	2024
<a href="#">Five Graham Street</a>	ME	\$328,973	President	\$45,000	<b>\$53,334</b>	2023
<a href="#">Ucc Xx Inc</a>	OH	\$328,589	Treasurer	\$50,772	<b>\$61,823</b>	2024
<a href="#">Community For Affordable Senior</a>	MN	\$335,417	Evp Of Commonbond Housing	\$18,918	<b>\$22,125</b>	2023
<a href="#">Prairie Grove Apartments Inc</a>	CA	\$327,526	President/ceo	\$68,128	<b>\$67,633</b>	2024
<a href="#">Lutheran Social Services Of Central Ohio</a>	OH	\$327,519	President & Ceo	\$9,088	<b>\$11,393</b>	2023
<a href="#">Peninsula Housing Development Inc Xviii</a>	FL	\$336,692	Director	\$25,136	<b>\$27,147</b>	2024
<a href="#">Bay Aging Apartments Kilmarnock Inc</a>	VA	\$326,843	President	\$267,673	<b>\$289,470</b>	2025
<a href="#">Snhs Pittsburg Elderly Housing Inc</a>	NH	\$326,753	Treasurer	\$53,564	<b>\$55,395</b>	2025
<a href="#">Sylvan Retreat Apartments Inc</a>	PA	\$326,618	Hdc Representative Directo	\$11,483	<b>\$13,165</b>	2024
<a href="#">Afton Manor Inc</a>	IA	\$339,377	Manager	\$13,360	<b>\$17,315</b>	2023
<a href="#">Buffalo Mercy Housing Development Fund</a>	NY	\$339,655	Board Member/board President	\$25,080	<b>\$26,824</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lutheran Social Services Of Central Ohio</a>	OH	\$340,026	President & Ceo	\$9,088	<b>\$11,393</b>	2023
<a href="#">Page Homestead Senior Housing Inc</a>	NH	\$323,412	President	\$24,428	<b>\$25,931</b>	2024
<a href="#">Jawonio Residential Opportunities Iii Inc</a>	NY	\$322,555	Chief Executive Officer	\$72,553	<b>\$75,373</b>	2024
<a href="#">Mmiii Inc</a>	FL	\$322,106	Vice Preside	\$75,384	<b>\$81,416</b>	2024
<a href="#">Good Samaritan Senior Housing</a>	NY	\$321,830	Ceo	\$57,200	<b>\$59,422</b>	2024
<a href="#">Ridge Oak Management Inc</a>	NJ	\$342,077	Executive Director	\$255,355	<b>\$255,355</b>	2025
<a href="#">Booth Manor Two Inc</a>	WI	\$321,276	President	\$9,613	<b>\$11,542</b>	2024
<a href="#">Fellowship Fund For The Aged Housing Co</a>	NY	\$321,011	President/ceo/director	\$103,218	<b>\$107,229</b>	2024
<a href="#">Station Creek Retirement Community Inc</a>	MI	\$320,896	President & Ceo	\$31,878	<b>\$38,945</b>	2023
<a href="#">Pacific Housing Oahu Corporation</a>	HI	\$319,463	Executive Director/asst Se	\$12,712	<b>\$13,084</b>	2024
<a href="#">Backbone Housing Inc</a>	MD	\$318,778	Secretary	\$69,648	<b>\$77,070</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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **249** organizations. Compensation range \$506–\$489,255; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$331,830); for reference, expenses \$399,523 and assets \$3,481,222.
ROLE MATCH	Bonnie Kelly, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	197 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	47 <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 (Bonnie Kelly) 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 249 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,663 is reasonable (approximately the 66<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.