

Oscar Housing Foundation

Executive Director / CEO

EIN 311644885
 CA · NTEE L80
 FY ending 2023-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Lori Anderson, Executive Director / CEO** (\$61,000) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

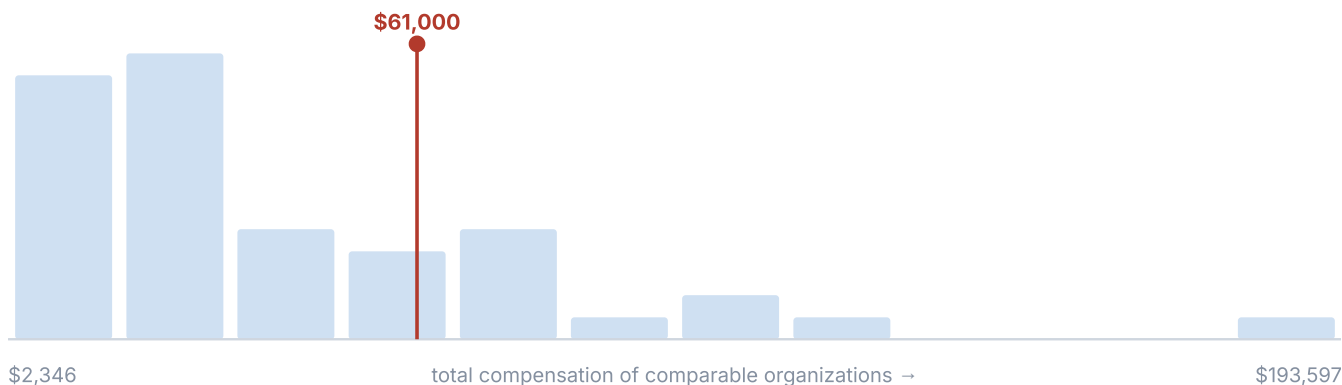
Benchmarked executive: Lori Anderson — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L80).
BUDGET	Total revenue between \$70,451 and \$157,726 — 0.67x to 1.50x the subject's \$105,151 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,158	\$16,361	\$27,538	\$61,507	\$81,424	\$61,000
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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 CA 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
Thomas' Contentment Inc	MD	\$105,820	Ceo	\$7,826	\$8,230	2024
Housing Works 874 Jefferson Avenue	NY	\$106,811	President & Ceo	\$16,962	\$17,750	2023
Oak Manor Associates	WA	\$109,450	President And Ceo	\$24,457	\$25,358	2023
Greater Lake City Community Development Corp Inc	FL	\$100,105	Executive Director	\$10,200	\$10,778	2024
1213 William Street Corporation	FL	\$98,568	Executive Director	\$20,037	\$21,173	2024
Riverview Resident Assistance Foundation	WA	\$98,197	Secretary & Treasurer	\$33,215	\$33,450	2024
Shelter Ministries Inc	IN	\$113,817	Executive Director	\$24,462	\$29,017	2024
Coburn Woods Inc	OR	\$94,131	Treasurer	\$18,132	\$18,941	2024
Sohum Housing Opportunities	CA	\$117,355	President	\$5,310	\$5,310	2023
Asi Ramsey County Inc	MN	\$92,103	President/tr	\$65,715	\$73,041	2024
Blackrock-riverside Neighborhood	NY	\$119,062	Finance (Through 5/24)	\$2,308	\$2,346	2024
Lss Housing Granville Inc	WI	\$91,084	President	\$38,239	\$46,248	2023
Central Louisiana Independent Living Center	LA	\$120,619	President/ceo	\$21,418	\$26,529	2024
Lss Housing Center Street Inc	WI	\$89,500	President	\$40,683	\$47,793	2024
Bagley Housing Association	MI	\$121,214	President & Ceo	\$39,383	\$45,725	2024
Vesta Four Inc	MD	\$88,794	President	\$21,417	\$22,523	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Interstate I Affordable Housing Inc	NY	\$121,716	Vice President	\$39,986	\$40,644	2024
Vista Homes Housing Corporation	CA	\$88,059	Executive Director	\$26,967	\$26,967	2023
Mobile Accessible Housing Inc	AL	\$125,332	President/ceo	\$53,238	\$63,028	2025
Whitehaven Economic Development	TN	\$126,000	Executive Di	\$50,710	\$59,958	2024
Asi - Anoka County Inc	MN	\$127,371	President/tr	\$68,006	\$73,639	2025
Maxcen Housing Society Inc Indiana Branch	IN	\$80,935	Ceo	\$5,160	\$6,121	2024
Houston Area Urban Community	TX	\$80,841	Executive Director	\$115,304	\$129,740	2024
La Casa Dona Here Inc	PR	\$80,730	Adm	\$7,200	\$7,200	2023
Marblehead Community Housing Corporation	MA	\$79,953	Executive Director	\$24,789	\$25,057	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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	44 organizations. Compensation range \$2,346–\$193,597; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$105,151); for reference, expenses \$120,634 and assets \$481,957.
ROLE MATCH	Lori Anderson, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	30 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	73 rd
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 th

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 (Lori Anderson) 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 44 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,000 is reasonable (approximately the 73rd 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 10, 2026.