

Bellflower Oak Street Manor

Executive Director / CEO

EIN 330748323

OR · NTEE L20

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Darrin Willard, Executive Director / CEO** (\$75,064) against **every comparable organization** that fit the selection criteria — **266** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

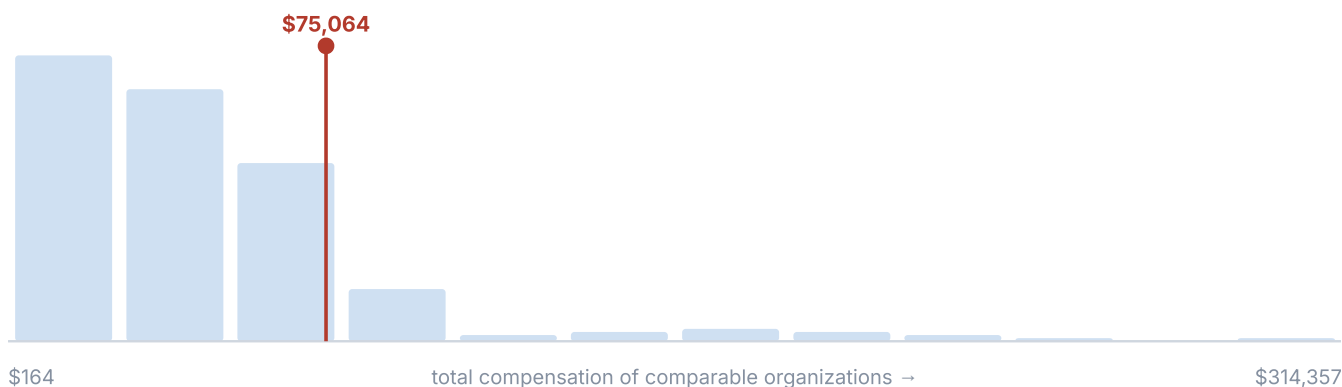
Benchmarked executive: Darrin Willard — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$158,097 and \$353,949 — 0.67x to 1.50x the subject's \$235,966 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

266 organizations qualified on sector, size, and geography → **266** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,691	\$18,623	\$38,547	\$64,119	\$86,927	\$75,064
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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 OR 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
Fhi Lawrenceandover Inc	MA	\$236,259	President & Ceo	\$38,739	\$38,593	2023
Twentieth Association Properties Inc	MA	\$236,638	President & Ceo	\$7,164	\$6,932	2024
Compass Center Housing Development	WA	\$236,649	President From 10/23	\$1,117	\$1,109	2023
Alvarez Court Inc	CA	\$234,805	Ceo	\$47,732	\$45,694	2023
North Central Housing Inc	FL	\$237,214	President	\$7,500	\$7,587	2024
Sands Horizon Inc	GA	\$238,134	Secretary, Manager	\$8,334	\$8,791	2025
Corpus Christi Supportive Hsng Inc	MN	\$233,649	President/tr	\$65,715	\$71,988	2023
Los Sures 907 Driggs Avenue Hdfc	NY	\$233,514	Executive Director	\$20,221	\$19,676	2024
Crossroads Village Mutual Housing	CA	\$238,420	Director	\$5,430	\$4,919	2025
The Sea Glass Initiative Inc	AL	\$233,352	Vice Preside	\$53,308	\$60,417	2025
Habitat For Humanity Of Shelby	KY	\$232,647	Executive Di	\$43,833	\$52,209	2023
Scott County Habitat For Humanity	KY	\$239,980	Executive Director	\$49,000	\$56,688	2024
Rouse Housing Development Fund	NY	\$231,274	Executive Director (To Dec 2023)	\$11,334	\$11,355	2023
Cc Housing Inc	NM	\$231,242	President	\$5,505	\$6,565	2023
Arlington Apartments Hdfc	NY	\$231,219	Ceo	\$25,826	\$25,130	2024
Asi Las Vegas Inc	MN	\$231,078	President/tr	\$65,715	\$71,988	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Network For Developing Conscious Communities Inc	DC	\$230,497	Executive Director	\$73,126	\$71,141	2023
Hacfs Properties	AR	\$230,293	Executive Di	\$22,377	\$27,885	2023
Dc Housing Solutions Inc	DC	\$242,366	Former Ceo	\$6,224	\$5,881	2024
Good Shepherd Of Washington li	WI	\$242,417	President And Ceo	\$33,743	\$37,947	2024
Habitat For Humanity Of Richland	OH	\$242,502	Executive Di	\$56,620	\$66,483	2023
Somerset Arc Apartments Inc	NJ	\$243,475	Executive Director	\$7,525	\$7,048	2025
600 East 156th Street Housing	NY	\$243,524	President/ceo	\$180,441	\$175,578	2024
Harriets Housing	OR	\$227,843	Executive Director	\$5,000	\$5,148	2023
Bay Aging Apartments West Point Inc	VA	\$227,033	President	\$17,050	\$17,727	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 266 organizations. Compensation range \$164–\$314,357; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$235,966); for reference, expenses \$322,659 and assets \$848,820.

ROLE MATCH Darrin Willard, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	171 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	86 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	96 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 (Darrin Willard) 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 266 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,064 is reasonable (approximately the 86th 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.