

# Community Development

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dale Klemme, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

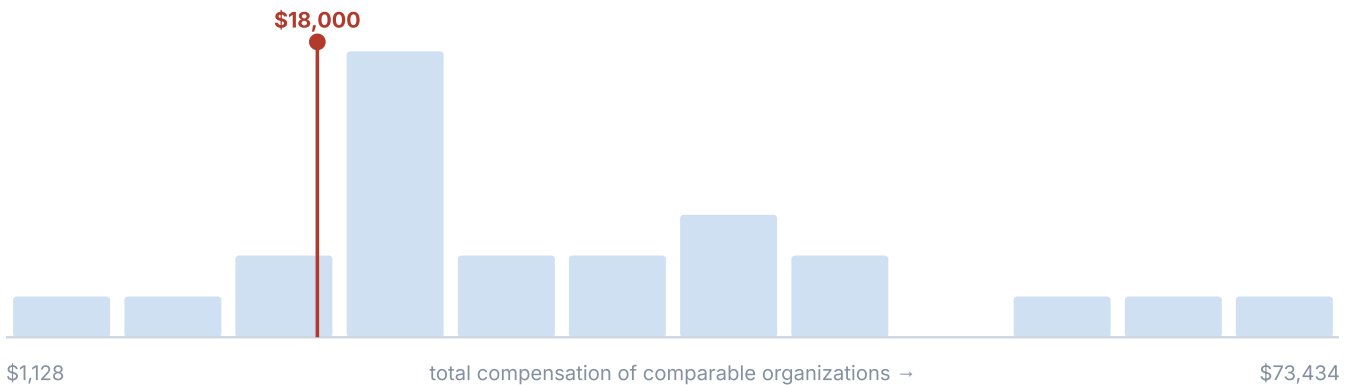
**Benchmarked executive:** Dale Klemme — reported title "EXEC DIRECTO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L11).
BUDGET	Total revenue between \$253,819 and \$568,252 — 0.67x to 1.50x the subject's \$378,835 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L11), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,236	\$21,304	\$26,378	\$40,296	\$55,805	\$18,000
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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 WI 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="#">Firehouse 23 Qalich</a>	WA	\$386,624	Treasurer Thru 11/23	\$11,842	<b>\$10,152</b>	2023
<a href="#">Augusta Community Center</a>	CA	\$390,007	Executive Director	\$25,405	<b>\$20,403</b>	2024
<a href="#">Rockland Mha Holding Inc</a>	NY	\$363,735	President & Ceo	\$36,012	<b>\$31,159</b>	2023
<a href="#">The Carol Woods Charitable Fund Inc</a>	NC	\$396,721	President And Ceo	\$19,972	<b>\$19,760</b>	2023
<a href="#">Rci Village Properties</a>	PA	\$353,722	Executive Director	\$1,216	<b>\$1,128</b>	2024
<a href="#">Bethesda Foundation Of Willmar</a>	MN	\$406,571	Ceo	\$42,961	<b>\$39,480</b>	2024
<a href="#">Morningstar Senior Living Foundation</a>	PA	\$415,192	Bm-mslf, Pres./ceo-msl(until 9/30/23)	\$25,632	<b>\$24,475</b>	2023
<a href="#">Broadway Housing Communities Foundation</a>	NY	\$421,008	Executive Director	\$31,386	<b>\$26,378</b>	2024
<a href="#">Larksfield Place Foundation Inc</a>	KS	\$334,331	President/ceo	\$15,674	<b>\$16,214</b>	2023
<a href="#">Sinai Assisted Housing Foundation Inc</a>	DC	\$428,196	Executive Director	\$92,357	<b>\$73,434</b>	2025
<a href="#">Resident Services Empowerment Inc</a>	MA	\$319,138	Director Of Construction	\$54,581	<b>\$45,616</b>	2024
<a href="#">St Matthew San Mateo Inc</a>	CA	\$306,585	Cfo / Assistant Secretary	\$77,467	<b>\$62,213</b>	2024
<a href="#">Boston Public Housing Corporation</a>	MA	\$457,270	President Until 8/4/2023	\$27,754	<b>\$23,196</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Poah Support Corporation 2</a>	MA	\$271,585	Director/president	\$28,959	<b>\$24,918</b>	2023
<a href="#">Cedar Crest Foundation</a>	WI	\$256,369	President/ceo	\$42,325	<b>\$41,111</b>	2024
<a href="#">Cny Affordable Realty Inc</a>	NY	\$508,782	President/director	\$19,936	<b>\$16,323</b>	2025
<a href="#">Century Fund Corporation</a>	AZ	\$524,538	President / Secretary	\$64,965	<b>\$58,108</b>	2024
<a href="#">Restoring Communities Housing</a>	NY	\$533,000	Assistant Secretary	\$26,421	<b>\$22,205</b>	2024
<a href="#">Sabala International Center</a>	WA	\$533,604	Executive Director	\$45,238	<b>\$38,781</b>	2023
<a href="#">Allied Jewish Apartments Foundation</a>	CO	\$537,278	President/chief Executive	\$25,500	<b>\$23,413</b>	2023
<a href="#">Famco</a>	CA	\$548,443	President/director	\$58,018	<b>\$46,594</b>	2024
<a href="#">Nrm Support Corporation</a>	TN	\$548,445	Ceo	\$33,173	<b>\$32,430</b>	2024
<a href="#">Ywca Third Street Inc</a>	CA	\$562,640	Chief Executive Officer	\$40,229	<b>\$33,262</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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** 23 organizations. Compensation range \$1,128–\$73,434; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$378,835); for reference, expenses \$243,777 and assets \$1,346,241.

<b>ROLE MATCH</b>	Dale Klemme, reported title " <i>EXEC DIRECTO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	1 peer 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	17 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	0 <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 (Dale Klemme) 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 23 similarly situated organizations (Same NTEE sector (L11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 17<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.