

# Kadima Nonprofit Housing Corporation

Executive Director / CEO

EIN 612020952

MI · NTEE F33

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Eric Adelman, Executive Director / CEO** (\$36,676) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Eric Adelman — 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 (F33).

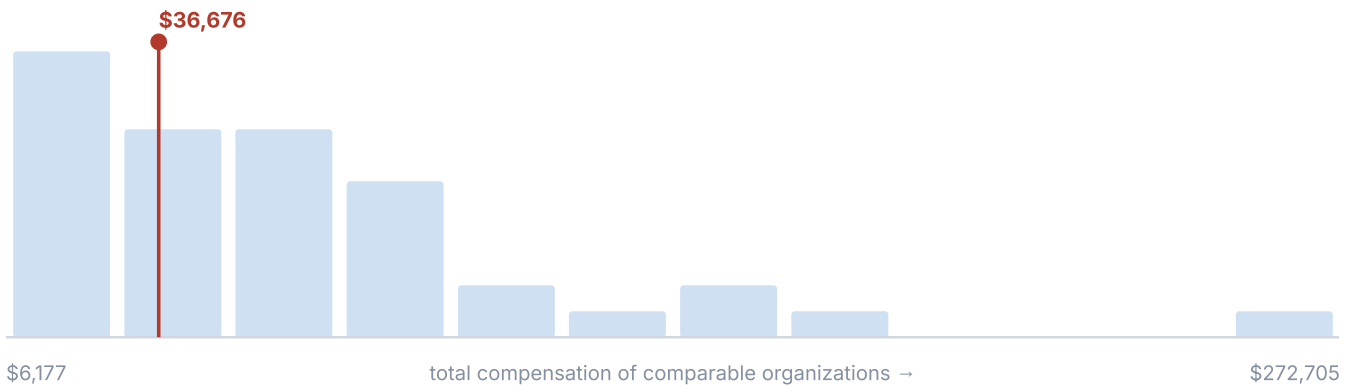
**BUDGET** Total revenue between \$303,245 and \$678,907 — 0.67x to 1.50x the subject's \$452,605 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F33), nationwide + budget 0.67–1.5x revenue.

**40** organizations qualified on sector, size, and geography

→ **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,874	\$24,297	\$57,263	\$81,723	\$119,684	\$36,676
----------	----------	----------	----------	-----------	----------



## ■ 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 MI 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="#">The Ryan Licht Sang Bipolar Foundation Inc</a>	IL	\$450,686	President/director	\$98,200	<b>\$93,533</b>	2024
<a href="#">Yana House</a>	IL	\$455,297	Executive Director	\$158,600	<b>\$147,169</b>	2025
<a href="#">Morning Starr New Beginnings</a>	TX	\$456,000	President	\$60,000	<b>\$58,148</b>	2024
<a href="#">North Sunflower Medical Foundation</a>	MS	\$456,827	Executive Di	\$20,000	<b>\$21,581</b>	2024
<a href="#">Acts 1 And 8 Housing</a>	OH	\$469,663	President	\$83,200	<b>\$85,375</b>	2024
<a href="#">Reach Sober Living Inc</a>	MI	\$471,659	Ed/clinical	\$178,534	<b>\$178,534</b>	2024
<a href="#">Blue River Housing Corp</a>	MI	\$426,094	President	\$6,000	<b>\$6,177</b>	2023
<a href="#">Guardian Hills Veterans Healing Center</a>	MO	\$481,297	Executive Director	\$41,667	<b>\$42,756</b>	2024
<a href="#">Adelphoi Services Inc</a>	PA	\$494,100	Assistant Secretary/treasurer	\$7,704	<b>\$7,443</b>	2024
<a href="#">Sheridan Hill House Corporation</a>	NY	\$495,099	Ceo	\$18,651	<b>\$16,811</b>	2023
<a href="#">House Of Hope</a>	IA	\$405,819	Executive Director	\$56,667	<b>\$60,113</b>	2024
<a href="#">Feather River Mens Center</a>	CA	\$403,995	Asst Director	\$51,227	<b>\$44,122</b>	2023
<a href="#">Foundations A Place For Education And Recovery Inc</a>	OH	\$402,190	Executive Director	\$61,000	<b>\$64,444</b>	2023
<a href="#">Clinton Residence Inc</a>	NY	\$504,777	Executive Director	\$7,880	<b>\$7,103</b>	2023
<a href="#">Shepherds Way Inc</a>	KS	\$504,885	President And Ceo	\$18,000	<b>\$18,840</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Reunification Transitional Housing Corporation</a>	CA	\$381,894	Ceo	\$72,048	<b>\$62,055</b>	2023
<a href="#">Raising Arrows Ministries</a>	MT	\$526,995	Executive Dir.	\$28,800	<b>\$30,077</b>	2024
<a href="#">Sacred Mountain Retreat Center Inc</a>	SD	\$529,014	President	\$63,602	<b>\$70,015</b>	2023
<a href="#">Nami Of Southwest Ohio</a>	OH	\$530,504	Executive Di	\$75,091	<b>\$79,330</b>	2023
<a href="#">Toby House li Inc</a>	AZ	\$534,948	President/ceo	\$31,340	<b>\$29,201</b>	2024
<a href="#">People Who Care Children's Association</a>	CA	\$368,834	Non-voting Member	\$67,390	<b>\$56,378</b>	2024
<a href="#">Midway Apartments Inc</a>	GA	\$367,120	Executive Dir.	\$19,500	<b>\$18,996</b>	2024
<a href="#">Josiahs House Inc</a>	OH	\$545,138	Executive Directorinterim Ch	\$102,738	<b>\$108,538</b>	2023
<a href="#">Harmony Hill Of Union</a>	WA	\$548,142	Executive Dir.	\$314,392	<b>\$272,705</b>	2024
<a href="#">Bridge To Balance Inc</a>	AZ	\$356,546	President	\$122,414	<b>\$117,429</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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** 40 organizations. Compensation range \$6,177–\$272,705; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$452,605); for reference, expenses \$823,399 and assets \$5,292,761. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Eric Adelman, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Eric Adelman) 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 40 similarly situated organizations (Same NTEE sector (F33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,676 is reasonable (approximately the 35<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 10, 2026.