

Opportunity Builders A Not For Profit Development

Executive Director / CEO

EIN 770381783

CA · NTEE L20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Eric D Kjeldgaard, Executive Director / CEO** (\$31,792) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

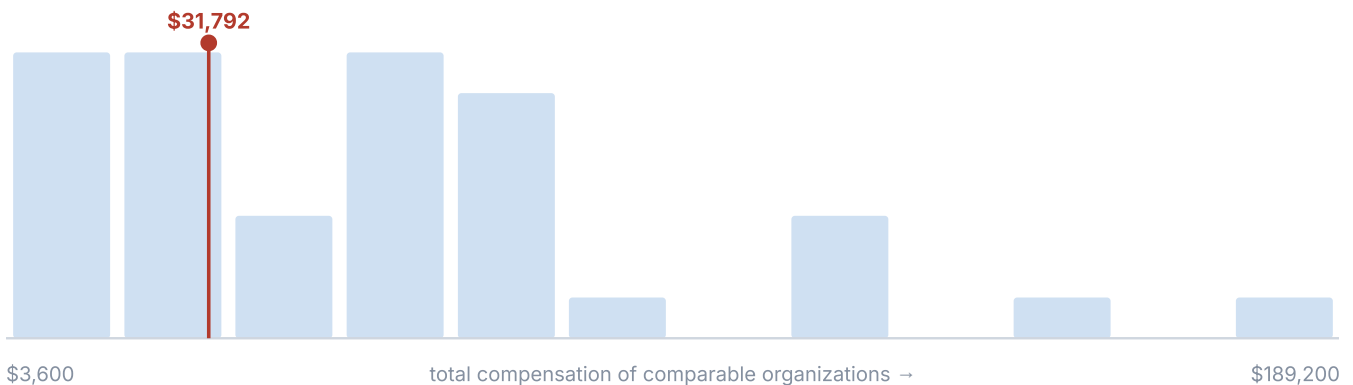
Benchmarked executive: Eric D Kjeldgaard — reported title “PRESIDENT AND EXECUTIVE DIREC”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$299,426 and \$670,357 — 0.67x to 1.50x the subject's \$446,905 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20) + CA + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,055 10TH	\$22,258 25TH	\$50,797 MEDIAN	\$66,173 75TH	\$114,746 90TH	\$31,792 THIS ORG · 33RD
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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
Nehemiah Project La Inc	CA	\$449,577	President And Ceo	\$48,830	\$48,830	2023
Bexar Rhf Housing Inc	CA	\$438,912	President/ceo	\$68,128	\$66,173	2024
Pauahi Elderly Inc	CA	\$438,001	President/ceo	\$68,128	\$66,173	2024
Hdp Mason Housing Corporation	CA	\$430,446	President & Ceo	\$9,264	\$8,998	2024
Paula Apartments Inc	CA	\$467,789	Non-voting Vp/coo	\$53,033	\$51,511	2024
Restore Neighborhoods La Inc	CA	\$424,610	Executive Director	\$189,200	\$189,200	2023
California Community Builders Inc	CA	\$417,818	Ceo	\$116,007	\$112,679	2024
Village Gardens Rhf Housing Inc	CA	\$408,945	President/ceo	\$68,128	\$66,173	2024
Humboldt Bay Housing Development Corp	CA	\$491,172	Cfo	\$32,291	\$31,365	2024
Community Economic Development Corporation	CA	\$500,645	President	\$60,000	\$58,279	2024
Vermont Village Community Development Corp Inc	CA	\$383,744	Executive Director	\$84,725	\$84,725	2023
St Peters Supportive Housing Inc	CA	\$382,447	Executive Dir.	\$13,111	\$13,111	2023
Santa Barbara Housing Assistance Co	CA	\$381,772	Director/pre	\$22,000	\$21,369	2024
Restoration Community Development Corporation	CA	\$379,048	Executive Director	\$20,689	\$20,689	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nairobi Housing Inc	CA	\$376,230	Evp/cfo	\$120,262	\$116,812	2024
The Salvation Army Puyallup Residences Inc	CA	\$376,169	President	\$32,694	\$32,694	2023
Southern California Housing Development	CA	\$529,118	President	\$13,750	\$13,356	2024
Ivy Hill Development Corporation	CA	\$351,998	Chief Executive Officer	\$16,785	\$16,303	2024
Westerner Mutual Housing Association	CA	\$351,828	Ceo - Thru 9/24	\$27,359	\$26,574	2024
Friendship House American Indian Healing	CA	\$544,478	Cfo	\$22,554	\$22,554	2023
Northpoint Housing Inc	CA	\$553,046	Vice President & Cfo/director	\$120,312	\$120,312	2023
Mid-peninsula Scotts Valley Inc	CA	\$340,716	Cfo / Assistant Secretary	\$77,467	\$75,244	2024
National Housing Corporation	CA	\$337,202	Executive Di	\$157,144	\$157,144	2023
Mid-peninsula Coastside Inc	CA	\$327,693	Cfo / Assistant Secretary	\$59,660	\$59,660	2023
Community Home Builders And Associates	CA	\$319,711	President	\$63,791	\$61,961	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	36 organizations. Compensation range \$3,600–\$189,200; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$446,905); for reference, expenses \$186,724 and assets \$9,552,187. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Eric D Kjeldgaard, reported title " <i>PRESIDENT AND EXECUTIVE DIREC</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 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	33 rd
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	8 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 (Eric D Kjeldgaard) 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 36 similarly situated organizations (Same NTEE sector (L20) + CA + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$31,792 is reasonable (approximately the 33rd 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.