

Organizing Neighborhood Equity

Executive Director / CEO

EIN 870766022

DC · NTEE L50

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Kelly Iradukunda, Executive Director / CEO** (\$123,325) against **every comparable organization** that fit the selection criteria — **1308** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

Benchmarked executive: Kelly Iradukunda — reported title “RESOURCE ORGANIZER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L50).
BUDGET	Total revenue between \$327,331 and \$732,831 — 0.67x to 1.50x the subject's \$488,554 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

1,308 organizations qualified on sector, size, and geography → **1,308** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,649	\$28,343	\$54,578	\$79,607	\$117,007	\$123,325
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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 DC 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
Faith And Fostering	LA	\$488,494	Executive Director	\$57,320	\$71,926	2024
Mcdonald Presbyterian Senior Housing In	PA	\$488,770	Director And President	\$37,604	\$42,734	2024
Bhi Foundation Inc	IN	\$488,933	Director & President/ceo	\$47,926	\$59,296	2023
Philanthropia Foundation	WA	\$488,104	Executive Dir.	\$64,001	\$67,226	2023
Umphress Terrace	TX	\$487,430	President/ceo	\$35,219	\$40,147	2024
Nhdc Hampton Court Apartments Inc	CA	\$487,216	President	\$13,750	\$13,530	2024
Azteca Economic Development Corp	TX	\$489,922	Manager	\$46,103	\$52,554	2024
Assurance Development And Management Corporation	TN	\$490,008	Employee	\$5,669	\$6,616	2025
Hosts For Hospitals	PA	\$490,010	Coordinator	\$68,000	\$75,284	2025
Breaking The Cycle	ME	\$490,021	Exec Director	\$71,395	\$81,468	2024
Rivertown Neighborhood Senior Non Profit Housing	MI	\$486,770	Administrator	\$80,197	\$94,329	2024
Casa Montego Ii Inc	CA	\$486,644	Ceo	\$32,916	\$32,390	2024
Ucc Xxi Inc	OH	\$490,478	Treasurer	\$34,230	\$42,535	2023
Cantebria Senior Homes	CO	\$486,554	President	\$22,009	\$24,049	2024
Rph-east Inc	NY	\$490,556	Financial Officer (Through 4/24)	\$487	\$501	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Southern California Housing	CA	\$486,451	President	\$13,750	\$13,530	2024
Winwood Apartments Inc	IL	\$490,892	President & Ceo	\$6,958	\$8,026	2023
Marshside Village Inc	CO	\$486,117	Vice President	\$35,660	\$38,966	2024
Carty Heights	MN	\$491,083	President/ceo	\$23,414	\$26,365	2024
Center On Independent Living Community Development Corporation	TX	\$491,165	Executive Director	\$53,282	\$60,737	2024
Humboldt Bay Housing Development Corp	CA	\$491,172	Cfo	\$32,291	\$31,775	2024
Delaware Community Investment	DE	\$491,339	President	\$34,362	\$38,341	2024
Trinity Housing Resources Inc	WI	\$485,735	President/treasurer	\$8,000	\$9,802	2023
Winter Walk Inc	MA	\$485,731	Executive Di	\$22,000	\$22,529	2024
Ucc Xv Inc	OH	\$491,715	Treasurer	\$50,772	\$61,280	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **1308** organizations. Compensation range \$89–\$688,844; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$488,554); for reference, expenses \$811,960 and assets \$5,277,244. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Kelly Iradukunda, reported title " <i>RESOURCE ORGANIZER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	720 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	72 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	91 st
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	42 nd

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 (Kelly Iradukunda) 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 13, 2026, comparing compensation against 1308 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$123,325 is reasonable (approximately the 91st 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 13, 2026.