

Affordable Housing Association

Executive Director / CEO

EIN 911810994

CA · NTEE L80

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **John Eckstrom, Executive Director / CEO** (\$23,461) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

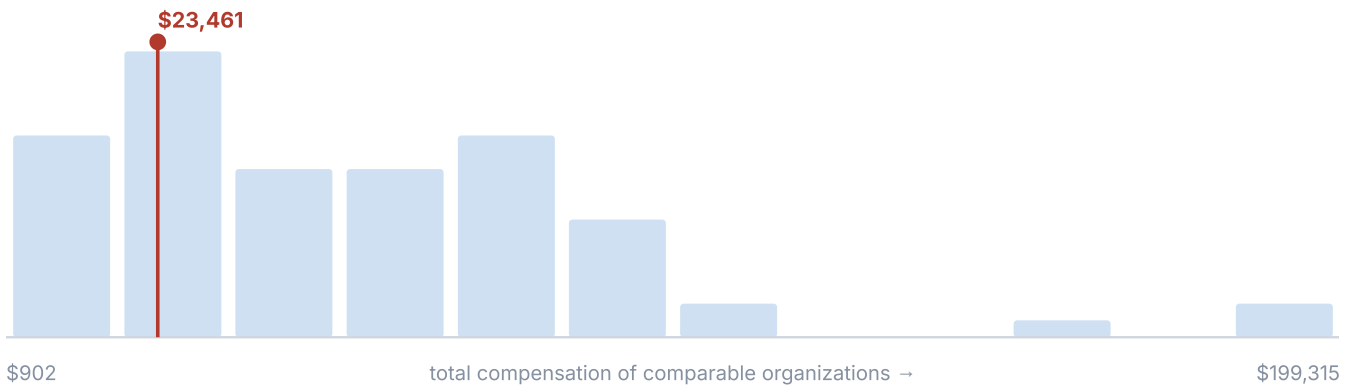
Benchmarked executive: John Eckstrom — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L80).
BUDGET	Total revenue between \$134,176 and \$300,396 — 0.67x to 1.50x the subject's \$200,264 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,211	\$23,188	\$46,853	\$71,142	\$94,499	\$23,461
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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
Mental Health Programs Inc Vi	MA	\$200,470	President	\$12,032	\$12,199	2025
Friendsvva Apartments Inc	OH	\$199,654	Director/president	\$24,254	\$29,749	2024
Mobility Special Care Housing Inc	NJ	\$201,437	President	\$72,000	\$74,446	2024
Bil Housing Development Fund Co Inc	NY	\$202,828	Board Member/president	\$27,794	\$28,336	2025
The Pec Foundation	PA	\$203,812	President - Hopephl	\$11,844	\$14,083	2023
Stephenson Place	AZ	\$204,870	Chief Executive Officer	\$7,199	\$8,255	2023
Fair Housing Center Of Northern Alabama	AL	\$206,697	Executive Director	\$56,438	\$70,610	2024
Highview Unity Apartments Inc	WV	\$207,299	President	\$53,483	\$67,062	2024
Cloville Homes Inc	MD	\$207,683	Treasurer	\$28,731	\$31,107	2024
Ingraham Housing Corporation	ME	\$191,409	President	\$15,951	\$18,497	2024
Rock Garden Camp	MO	\$189,911	Manager	\$18,600	\$22,814	2024
Stones River Development Corporation	TN	\$189,803	Executive Director	\$29,224	\$34,658	2025
Clean House Recovery Inc	MA	\$213,301	Senior Director	\$45,022	\$46,853	2024
The Safe Place Foundation	IA	\$186,798	Executive Director	\$42,780	\$55,849	2023
Vesta Three Inc	MD	\$183,633	President	\$21,417	\$23,188	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Los Alamos Housing Partnership Inc	NM	\$218,972	Executive Dir.	\$130,833	\$162,962	2024
Mp Mezes Inc	CA	\$181,422	Cfo/assistant Secretary	\$59,660	\$61,422	2023
Cmrs Iv Inc	NH	\$181,273	President & Ceo	\$32,010	\$34,229	2024
His Daughters House	CA	\$180,015	Ceo	\$20,097	\$20,691	2023
Lotus Care House	MO	\$179,774	Executive Director	\$77,885	\$98,355	2023
Alpha Sigma Lambda	IL	\$220,835	Executive Director	\$48,312	\$55,004	2024
Pacific Grove Supportive Housing Inc	CA	\$221,572	President	\$43,669	\$44,959	2023
Abigail's Place	TX	\$177,282	Executive Director	\$48,000	\$55,605	2024
Champion Athletes Of The Ozarks	MO	\$224,805	Program Dire	\$55,000	\$67,462	2024
Strategic Community Investments	AR	\$172,088	Exec Dir/sec	\$22,377	\$29,989	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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 73 organizations. Compensation range \$902–\$199,315; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$200,264); for reference, expenses \$286,054 and assets \$545,563. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	John Eckstrom, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	26 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	84 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 (John Eckstrom) 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 73 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,461 is reasonable (approximately the 26th 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.