

Ocean Housing Foundation

Executive Director / CEO

This analysis benchmarks the total compensation of **Lori Anderson, Executive Director / CEO** (\$61,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Lori Anderson — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L20).

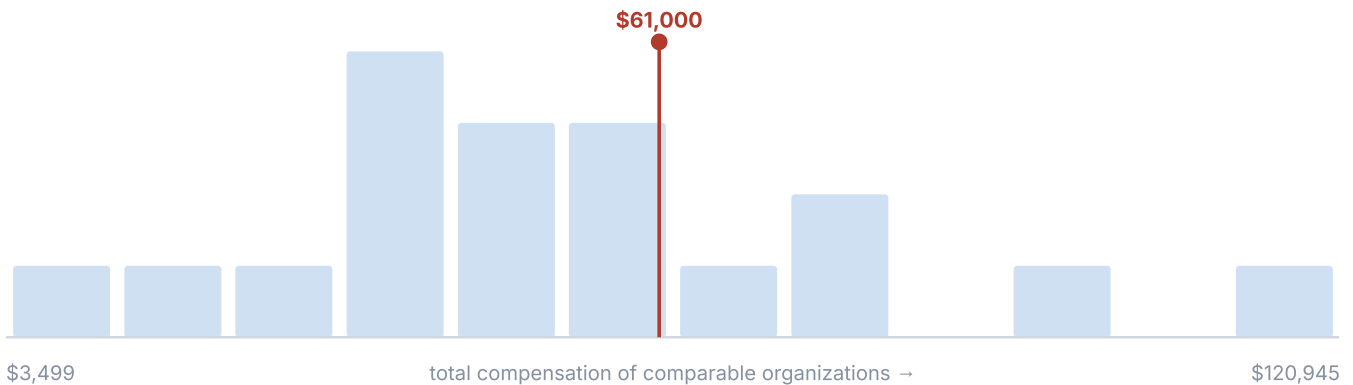
BUDGET Total revenue between \$97,141 and \$217,480 — 0.67x to 1.50x the subject's \$144,987 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20) + CA + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,126	\$35,689	\$47,732	\$62,727	\$82,364	\$61,000
----------	----------	----------	----------	----------	----------



■ 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
Salishan Apartments Inc	CA	\$144,446	Secretary/treasurer	\$37,437	\$37,437	2023
The Beneficial Housing Foundation	CA	\$141,196	Ceo/chairman	\$124,517	\$120,945	2024
Tumbleweed Housing Foundation	CA	\$138,128	Ceo	\$61,000	\$61,000	2023
Cahuenga Housing Foundation	CA	\$154,984	Chief Executive Officer	\$61,000	\$61,000	2023
Eye Of A Needle Foundation Inc	CA	\$133,166	President	\$24,700	\$24,700	2023
Inland Equity Community Land Trust	CA	\$129,385	Executive Director	\$36,143	\$35,106	2024
Pahc Sheridan Apartments Inc	CA	\$128,828	President & Ceo	\$65,172	\$63,302	2024
New Century Center	CA	\$122,407	Ceo	\$23,461	\$22,788	2024
Home For A Home	CA	\$167,690	Executive Dir.	\$77,700	\$77,700	2023
Vernon Street Housing Inc	CA	\$169,826	Ceo	\$47,732	\$47,732	2023
Sky Parkway Mutual Housing Corporation	CA	\$179,653	Ceo	\$34,705	\$34,705	2023
Suburban Alternatives Land Trust	CA	\$184,910	Chairman-ceo	\$96,000	\$93,246	2024
Dwight Way Housing Inc	CA	\$186,012	Ceo	\$47,732	\$47,732	2023
Mid-peninsula San Pedro Inc	CA	\$202,686	Cfo / Assistant Secretary	\$77,467	\$75,244	2024
Muirfield Apartments Inc	CA	\$204,366	Secretary/treasurer	\$37,437	\$37,437	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Site K Inc	CA	\$210,341	President	\$45,067	\$43,774	2024
Glendale Housing Corporation	CA	\$210,867	Chief Executive Officer	\$61,000	\$61,000	2023
Dela Vina Housing Inc	CA	\$212,068	Executive Director	\$3,602	\$3,499	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 18 organizations. Compensation range \$3,499–\$120,945; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$144,987); for reference, expenses \$374,981 and assets \$2,326,484. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Lori Anderson, reported title "*CHIEF EXECUTIVE OFFICER*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 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	56 th
Total compensation (D + F), as reported (no adjustments)	56 th

Reportable pay only (column D), adjusted

0th

All sources (D + E + F), adjusted

78th

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 (Lori Anderson) 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 18 similarly situated organizations (Same NTEE sector (L20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,000 is reasonable (approximately the 56th 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.