

Hale Ulu Hoi Iii

Executive Director / CEO

EIN 990336743

HI · NTEE L20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Robert Efford Jr, Executive Director / CEO** (\$7,224) against **every comparable organization** that fit the selection criteria — **237** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

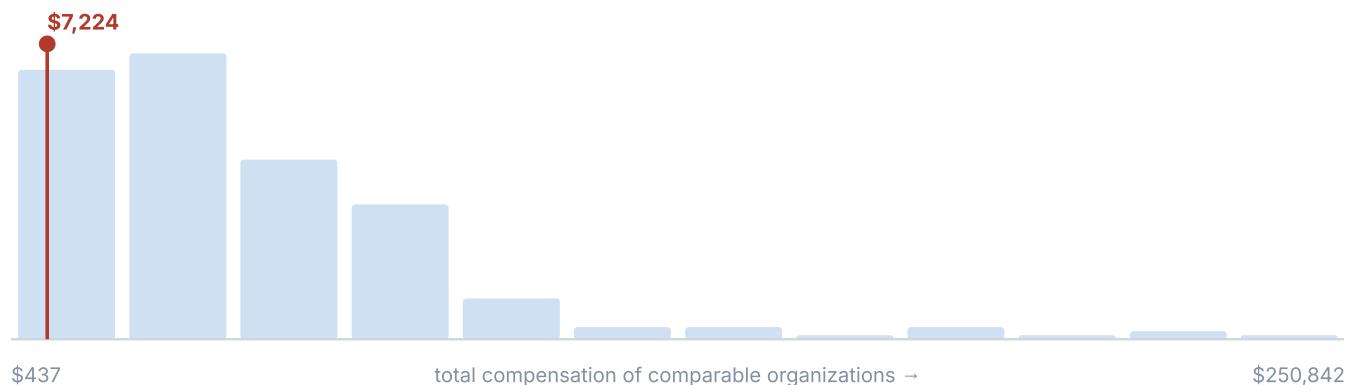
Benchmarked executive: Robert Efford Jr — reported title “PRESIDENT AND CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$116,348 and \$260,482 — 0.67x to 1.50x the subject's \$173,655 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

237 organizations qualified on sector, size, and geography → **237** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,358	\$19,217	\$37,374	\$60,869	\$84,215	\$7,224
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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 HI 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
Rome Apartments Inc	FL	\$174,060	Ceo	\$38,719	\$39,461	2024
Waynedale Apartments Inc	IN	\$172,672	President	\$44,374	\$50,768	2024
Nonprofit Housing Corporation	TN	\$175,213	President & Executive Director	\$120,000	\$140,886	2023
Accessible Country Trail Ii Inc	OH	\$175,279	Executive Director	\$6,211	\$7,348	2023
Loretto Apartments At O'brien Road	NY	\$171,702	Chairperson	\$27,907	\$27,358	2024
Changing The World Inc	PA	\$171,073	President	\$23,350	\$25,262	2024
Allies Homes 2009 Inc	NJ	\$176,500	Chief Executive Officer	\$29,476	\$28,551	2024
Good Samaritan Society Inc	SD	\$177,099	President & Ceo	\$143,523	\$176,919	2023
Margaret Bock Housing	IA	\$169,941	Board Member	\$43,492	\$51,663	2024
Vernon Street Housing Inc	CA	\$169,826	Ceo	\$47,732	\$46,036	2023
Niagara Village Housing Development Fund	NY	\$177,900	Cfo	\$23,006	\$23,220	2023
San Antonio Supportive Housing Inc	MN	\$178,608	President/tr	\$65,715	\$72,527	2023
Sanders County Community Housing Organization	MT	\$168,172	Exective Director	\$33,168	\$38,788	2024
N Vision Communities Inc	FL	\$179,259	President/tr	\$40,000	\$40,766	2024
Rejuvenate Housing Inc	IA	\$167,696	Executive Dir	\$12,500	\$14,848	2024
Home For A Home	CA	\$167,690	Executive Dir.	\$77,700	\$74,940	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sky Parkway Mutual Housing Corporation	CA	\$179,653	Ceo	\$34,705	\$33,472	2023
Pinellas Urban Properties And Services Inc	FL	\$180,026	President & Ceo	\$24,734	\$25,208	2024
Tiny Hope Village	TX	\$167,165	Executive Director	\$52,780	\$57,279	2024
Bailey Holt House Housing Development	NY	\$167,092	Member	\$29,779	\$30,056	2023
Ocl Properties Viii Inc	NY	\$180,843	Chief Financial Officer	\$73,290	\$71,849	2024
Hope House Iii Inc	MA	\$166,386	President, Ceo	\$31,555	\$30,763	2024
385 Third Avenue Housing Development	NY	\$166,146	Ceo	\$60,217	\$60,777	2023
American Housing Preservation Inc	OR	\$165,794	President	\$77,652	\$78,233	2024
Jfm No 3 Corp	ME	\$165,623	Ceo	\$14,253	\$15,084	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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 237 organizations. Compensation range \$437–\$250,842; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$173,655); for reference, expenses \$190,073 and assets \$750,335.

ROLE MATCH Robert Efford Jr, reported title "*PRESIDENT AND CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	157 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	31 st

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 (Robert Efford Jr) 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 237 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,224 is reasonable (approximately the 10th 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.