

Gold Camp Housing Partners

Executive Director / CEO

EIN 993676667

CO · NTEE L21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Susan Balcome, Executive Director / CEO** (\$18,751) against **every comparable organization** that fit the selection criteria — **190** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

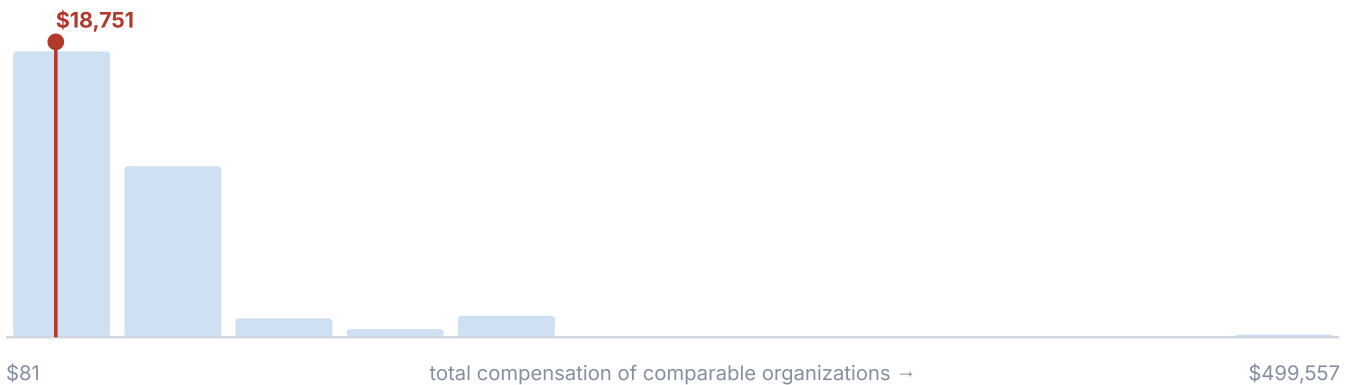
Benchmarked executive: Susan Balcome — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$237,316 and \$531,306 — 0.67x to 1.50x the subject's \$354,204 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

190 organizations qualified on sector, size, and geography → **190** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,398	\$22,157	\$38,926	\$54,866	\$82,699	\$18,751
---------	----------	----------	----------	----------	-----------------



● 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 CO 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
Mackenzie Place 202	MO	\$353,648	President/ceo	\$41,197	\$45,505	2024
Intercommunity Housing Ferndale	CO	\$356,132	President/director	\$43,633	\$43,633	2024
Mccreary Apartments Inc	KY	\$356,346	Manager	\$84,915	\$95,142	2024
National Church Residences Of Anderson	OH	\$351,675	President	\$48,755	\$52,465	2025
Montello Welcome Home Inc	MA	\$351,068	President & Ceo	\$42,027	\$40,549	2023
Snhs Northwood Elderly Housing Inc	NH	\$350,783	Treasurer	\$53,564	\$50,250	2025
The Salvation Army Missoula Residences Inc	CA	\$350,630	President	\$32,694	\$30,312	2023
Central Valley Senior Housing	CA	\$357,980	President	\$43,669	\$40,487	2023
United Church Residences Of Olean	OH	\$358,535	Treasurer	\$34,230	\$38,926	2023
The Salvation Army Colorado Springs Residences li	CA	\$358,927	President	\$32,694	\$30,312	2023
Vicksburg Voa Elderly Housing Inc	VA	\$349,422	President	\$183,373	\$179,888	2025
Slippery Rock Presbyterian Senior	PA	\$359,375	Director And President	\$37,604	\$39,108	2024
Community Living Of North Central	KS	\$348,450	Board Member And President	\$18,379	\$21,319	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ohio Region Senior Citizens Housing	MO	\$360,481	President	\$1,200	\$1,325	2024
58-60 Manhattan Avenue Housing	NY	\$347,565	Vice President	\$4,935	\$4,531	2025
Livingston Manor Senior Apartments Inc	PA	\$347,525	President	\$30,792	\$32,024	2024
Sartell Senior Housing Inc	MN	\$347,322	President/tr	\$68,006	\$68,273	2025
Voa Durham Maple Court Inc	MD	\$347,046	Ceo/president Ex-officio	\$83,672	\$81,580	2024
Gardella Plaza Inc	CA	\$361,384	President	\$43,669	\$40,487	2023
Catholic Housing Corporation Of St Clair	PA	\$346,420	Chief Executive Officer	\$30,655	\$31,881	2024
Diamond Sunrise Corporation	CO	\$362,038	President	\$22,009	\$22,009	2024
The Union Club	OH	\$362,454	Secretary	\$14,500	\$16,016	2024
Manteca Senior Housing Corporation	CA	\$363,382	President	\$43,669	\$40,487	2023
Bristol Bay Housing Development	AK	\$344,952	Executive Dir.	\$28,730	\$28,645	2024
Drachma Housing Inc	CA	\$344,278	Ceo	\$47,732	\$44,254	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	190 organizations. Compensation range \$81–\$499,557; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$354,204); for reference, expenses \$24,728 and assets \$329,476. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Susan Balcome, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	158 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	2 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 (Susan Balcome) 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 190 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$18,751 is reasonable (approximately the 22nd 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.