

# Santa Clara County Construction Careers Association

Executive Director / CEO

EIN 264631670  
 CA · NTEE B033  
 FY ending 2025-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Brenda, Executive Director / CEO** (\$66,000) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

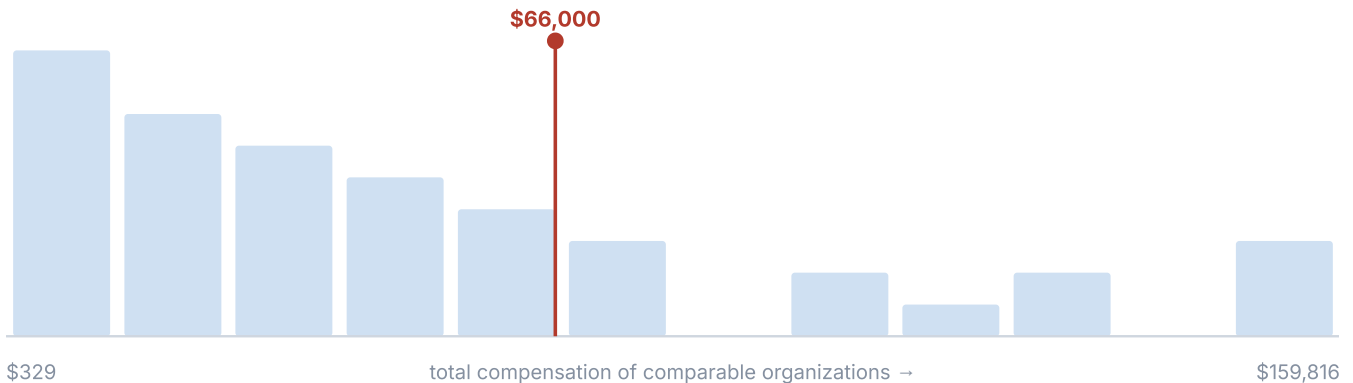
**Benchmarked executive:** Brenda — reported title "Childress", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B033).
BUDGET	Total revenue between \$118,661 and \$265,660 — 0.67x to 1.50x the subject's \$177,107 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

**42** organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$6,437</b> 10TH	<b>\$19,351</b> 25TH	<b>\$37,364</b> MEDIAN	<b>\$67,595</b> 75TH	<b>\$122,500</b> 90TH	<b>\$66,000</b> THIS ORG · 74TH
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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
<a href="#">Kansas Head Start Association</a>	KS	\$184,980	Executive Di	\$75,750	<b>\$97,279</b>	2024
<a href="#">National Assn For Career Tech Ed Info</a>	TX	\$168,215	Executive Dir.	\$5,950	<b>\$7,075</b>	2024
<a href="#">Southern Ohio-kentucky Regional</a>	OH	\$186,931	Labor Truste	\$44,247	<b>\$54,272</b>	2025
<a href="#">Society For The Advancement Of Biology Education Research</a>	WA	\$189,221	Managing Director	\$39,747	<b>\$42,302</b>	2024
<a href="#">Society For Collegiate Travel &amp;</a>	WA	\$191,182	Executive Di	\$12,000	<b>\$13,148</b>	2023
<a href="#">Ohio Allergy And Immunology Society</a>	OH	\$160,525	Past President	\$1,849	<b>\$2,328</b>	2024
<a href="#">Women In 3d Printing</a>	CO	\$207,677	Chairwoman	\$17,000	<b>\$19,949</b>	2023
<a href="#">Cpcoalition</a>	CO	\$209,017	Executive Director	\$60,000	<b>\$68,391</b>	2024
<a href="#">American Society Of Evidence</a>	CA	\$210,744	Director	\$39,682	<b>\$40,732</b>	2024
<a href="#">Orange County Ny Arts Council Inc</a>	NY	\$211,122	Executive Di	\$103,907	<b>\$111,612</b>	2024
<a href="#">Virginia Council Of Adm Special</a>	VA	\$213,689	Executive Di	\$30,863	<b>\$35,424</b>	2024
<a href="#">Society For The Neurobiology Of Language</a>	CA	\$217,553	Executive Director	\$675	<b>\$693</b>	2024
<a href="#">San Francisco Rock Project</a>	CA	\$217,592	President	\$45,000	<b>\$46,191</b>	2024
<a href="#">College Of The Redwoods Faculty</a>	CA	\$129,517	Vice President	\$3,350	<b>\$3,350</b>	2025
<a href="#">Rabiej Litigation Law Center</a>	SC	\$226,766	President &	\$100,000	<b>\$124,012</b>	2024
<a href="#">Johnnetta Betsch Cole Legacy Institute Inc</a>	DE	\$227,748	Executive Director	\$31,886	<b>\$37,114</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">South Carolina Alliance Of Black School Educators</a>	SC	\$228,061	Executive Director	\$15,000	<b>\$19,152</b>	2023
<a href="#">Aatseel Of The Us Inc</a>	CO	\$228,447	Executive Di	\$24,000	<b>\$27,356</b>	2024
<a href="#">Ucgpcc</a>	CA	\$228,995	President	\$7,881	<b>\$8,090</b>	2024
<a href="#">Pacific Tax Policy Institute</a>	CA	\$230,100	Executive Di	\$35,000	<b>\$35,926</b>	2024
<a href="#">Research Triangle Chapter Of The</a>	NC	\$230,904	Executive Director	\$39,050	<b>\$47,963</b>	2024
<a href="#">New Orleans Regional Leadership</a>	LA	\$232,933	Executive Director	\$91,800	<b>\$123,710</b>	2023
<a href="#">Pennsylvania Association For Supervision &amp; Curriculum Development</a>	PA	\$233,394	Executive Director	\$62,946	<b>\$76,822</b>	2023
<a href="#">Nevada Association Of School Superintendents</a>	NV	\$233,539	Executive Director	\$54,726	<b>\$65,208</b>	2024
<a href="#">Entrepreneurs Organization Of Iowa</a>	IA	\$239,142	Chapter Admi	\$56,060	<b>\$71,085</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	42 organizations. Compensation range \$329–\$159,816; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$177,107); for reference, expenses \$181,792 and assets \$140,327.
ROLE MATCH	Brenda, reported title " <i>Childress</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

RELATED-ORG PAY	4 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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	74 <sup>th</sup>
All sources (D + E + F), adjusted	64 <sup>th</sup>

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 (Brenda) 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 42 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,000 is reasonable (approximately the 74<sup>th</sup> 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.