

Senior Affordable Housing Corp No 1

Executive Director / CEO

EIN 311538772

CA · NTEE L22

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **John H Cochrane Iii, Executive Director / CEO** (\$40,383) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

Benchmarked executive: John H Cochrane Iii — reported title "CHIEF EXECUTIVE OFFICER", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

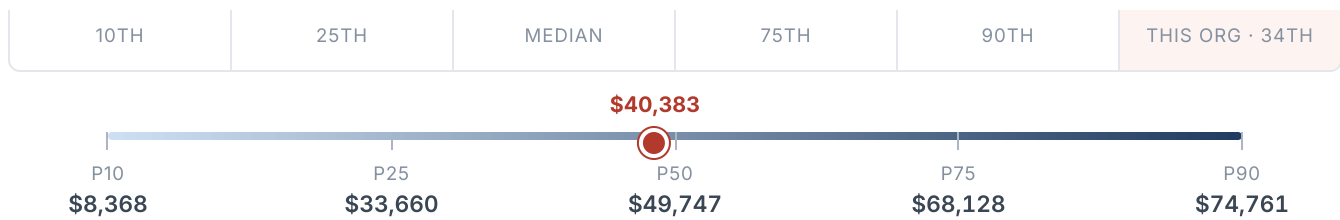
SECTOR	Organizations sharing the subject's NTEE classification (L22).
BUDGET	Total revenue between \$321,098 and \$718,876 — 0.67x to 1.50x the subject's \$479,251 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22) + CA + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,368	\$33,660	\$49,747	\$68,128	\$74,761	\$40,383
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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
Adam & Bruce Housing Corporation	CA	\$479,014	President/ceo	\$76,739	\$74,761	2025
Casa Montego li Inc	CA	\$486,644	Ceo	\$32,916	\$32,916	2024
Chesapeake Rhf Housing Inc	CA	\$470,101	President/ceo	\$68,128	\$68,128	2024
Rodeo Senior Apartments Inc	CA	\$495,798	President	\$24,202	\$24,202	2024
Odessa Methodist Housing Inc	CA	\$497,273	President/ceo	\$76,739	\$76,739	2024
Echo Park Senior Citizen Housing	CA	\$497,700	President	\$7,252	\$7,252	2024
5199 Mission Street Senior Housing Inc	CA	\$460,301	Executive Dir.	\$13,111	\$13,498	2023
Bonham Rhf Housing Inc	CA	\$498,485	President/ceo	\$76,739	\$74,761	2025
Lutheran Housing Corporation Of	CA	\$505,632	Cfo, Secretary	\$1,841	\$1,841	2024
Pico Veteran Senior Citizen Housing	CA	\$515,876	President	\$7,146	\$7,357	2023
Southpointe Villa Rhf Housing Inc	CA	\$516,722	President/ceo	\$76,739	\$76,739	2024
Winslow Rhf Housing Inc	CA	\$516,905	President/ceo	\$68,128	\$68,128	2024
Good Shepherd Senior Housing Corporation	CA	\$441,270	Chief Executive Officer	\$40,383	\$40,383	2024
Salem Rhf Housing Inc	CA	\$524,899	President/ceo	\$76,739	\$74,761	2025
Hoosier Valley Housing Corporation	CA	\$524,902	President/ceo	\$68,128	\$68,128	2024
Parker Home And Associates	CA	\$431,377	Asst Admin	\$43,777	\$45,070	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pinehurst Retirement Housing Inc	CA	\$527,469	President/ceo	\$68,128	\$68,128	2024
Colorado River Senior Citizens	CA	\$430,998	Former Direc	\$48,320	\$49,747	2023
The Salvation Army Colorado Springs Res Inc	CA	\$528,306	President	\$32,694	\$33,660	2023
Senior Affordable Housing Corp No 6	CA	\$532,253	Chief Executive Officer	\$40,383	\$40,383	2024
Mission Housing Dev Prop Iii Inc	CA	\$544,724	Director	\$9,747	\$9,747	2024
San Antonio Rhf Housing Inc	CA	\$547,326	President/ceo	\$68,128	\$68,128	2024
Vph Adult Retirement Center	CA	\$406,731	President/ceo	\$68,128	\$68,128	2024
Marymount Association For Senior Housing	CA	\$554,722	President/ceo	\$76,739	\$74,761	2025
Redding Mountain Vistas Ii	CA	\$555,883	Chief Executive Officer	\$40,383	\$40,383	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 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 65 organizations. Compensation range \$1,841–\$428,553; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$479,251); for reference, expenses \$581,969 and assets \$2,392,636.

ROLE MATCH John H Cochrane Iii, reported title "CHIEF EXECUTIVE OFFICER", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	57 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	34 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	89 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 H Cochrane Iii) 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 65 similarly situated organizations (Same NTEE sector (L22) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,383 is reasonable (approximately the 34th 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.