

Central Valley Center For The

Executive Director / CEO

EIN 421538272

CA · NTEE P86

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Isaiah Sordia, Executive Director / CEO** (\$40,771) against the **2000** closest of **3,747** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

Benchmarked executive: Isaiah Sordia — reported title "EXEC DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P86).

BUDGET Total revenue between \$242,992 and \$544,014 — 0.67x to 1.50x the subject's \$362,676 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,747 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$21

total compensation of comparable organizations →

\$640,101

\$19,531

\$37,942

\$62,766

\$86,659

\$112,671

\$40,771



● 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
Paradox Sports	CO	\$362,677	Executive Director	\$94,500	\$108,037	2023
United Ministries Of Clinton	SC	\$362,657	Executive Di	\$23,000	\$28,608	2023
Good Shepherd Children's Home	TN	\$362,589	Assistant Treasurer/direct	\$6,000	\$7,304	2024
Gilmer Co Family Resource Network Inc	WV	\$362,580	Executive Director	\$67,350	\$84,450	2024
The Emmaus Calling Inc	TX	\$362,807	President	\$158,027	\$188,472	2023
Court Appointed Special Advocates Of Paulding County Inc	GA	\$362,544	Executive Director	\$61,000	\$71,030	2024
The Journalists And Writers Foundation Inc	NY	\$362,501	President	\$90,925	\$95,150	2024
Voice Of Including Community Equitably	CA	\$362,472	Vice President	\$85,145	\$87,660	2023
One Fourteen Dwelling Inc	MN	\$362,881	Executive Di	\$120,259	\$137,613	2024
Tarrant County Association For The Blind	TX	\$362,889	Pres. - Assoc. For Blind	\$21,001	\$25,047	2023
Los Angeles Pregnancy Services Inc	CA	\$362,937	Exec. Direct	\$78,709	\$78,709	2024
Soaring Unlimited	MI	\$362,396	Executive Director	\$38,240	\$45,709	2024
Heroes Night Out Inc	TX	\$362,233	Executive Director	\$76,000	\$88,041	2024
Willing Partners Inc	VA	\$362,214	Executive Di	\$30,808	\$35,466	2023
Desert Best Friends Closet	CA	\$363,160	Executive Director	\$73,000	\$71,118	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Johnson County Senior Services Inc	IN	\$361,997	Executive Director	\$136,262	\$166,411	2024
Virgin Valley Family Services Inc	NV	\$363,388	President	\$34,320	\$39,840	2024
Big Top Education Centerinc	KS	\$363,432	Childcare Di	\$50,695	\$63,425	2024
Hands On Sign Interpreted Perf Inc	NY	\$361,909	President	\$24,000	\$25,115	2024
Children's Institute Of Los Angeles	CA	\$361,903	Secretary	\$61,573	\$63,392	2023
Center4hope Inc	NY	\$361,849	Executive Director	\$90,962	\$95,189	2024
Residents In Action Llc	MI	\$361,832	Executive Di	\$25,000	\$29,883	2024
Stronger Than My Father	TN	\$361,773	President	\$67,300	\$84,344	2023
Wellston Center	MO	\$363,600	Director	\$33,871	\$41,545	2024
Threshold Montessori School	TN	\$363,613	Executive Director	\$85,800	\$104,444	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	2000 organizations. Compensation range \$21–\$640,101; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$362,676); for reference, expenses \$337,919 and assets \$195,177.
ROLE MATCH	Isaiah Sordia, reported title " <i>EXEC DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 135 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 45 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	27 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	24 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 (Isaiah Sordia) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,771 is reasonable (approximately the 27th 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.