

Sullivan Homes Inc

Executive Director / CEO

EIN 431329614
 MO · NTEE L20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Joseph Thurmond, Executive Director / CEO** (\$40,145) against **every comparable organization** that fit the selection criteria — **264** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Joseph Thurmond — reported title "Treasurer", 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 (L20).
BUDGET	Total revenue between \$137,252 and \$307,281 — 0.67x to 1.50x the subject's \$204,854 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

264 organizations qualified on sector, size, and geography → **264** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,087	\$16,110	\$32,827	\$57,849	\$72,154	\$40,145
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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 MO 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
Washington Lane Section 811 Housing	PA	\$204,651	President & Ceo	\$25,525	\$24,033	2023
Elisha Ministries Inc	LA	\$204,538	Executive Director	\$39,000	\$39,383	2024
Muirfield Apartments Inc	CA	\$204,366	Secretary/treasurer	\$37,437	\$30,521	2023
Vesta Housing Inc	MD	\$205,518	President	\$21,417	\$18,363	2024
Forward Assist Inc	MO	\$204,121	President	\$116,311	\$116,311	2023
House To House Community	AL	\$205,653	Executive Director	\$31,250	\$30,960	2024
Humanity Housing Inc	NV	\$205,854	Presdient, Director	\$56,317	\$51,769	2024
Kennebunkport Heritage Housing Trust	ME	\$203,604	Executive Director (Non-voting)	\$75,000	\$70,906	2023
Special Force Family Ministries Inc	MO	\$203,253	President	\$33,225	\$33,225	2023
Mid-peninsula San Pedro Inc	CA	\$202,686	Cfo / Assistant Secretary	\$77,467	\$61,345	2024
Preservation Non-profit Housing	MI	\$202,558	President	\$38,599	\$36,537	2024
Asi Davis Inc	MN	\$208,437	President	\$65,715	\$61,307	2023
Bethesda Manor Inc	TX	\$209,112	Manager	\$18,000	\$17,000	2023
Lf Kingman Place Inc	AZ	\$209,751	President/ceo	\$34,911	\$30,790	2024
Delphi Housinginc	IN	\$209,902	Board Presid	\$30,833	\$29,818	2024
Network Housing '90 Inc	OH	\$210,136	Ceo (Exited 3.24.25)	\$30,598	\$29,720	2024
Site K Inc	CA	\$210,341	President	\$45,067	\$35,688	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Glendale Housing Corporation	CA	\$210,867	Chief Executive Officer	\$61,000	\$49,732	2023
4 Bishop Street Inc	MA	\$211,199	Pres. & Ceo	\$15,150	\$12,485	2024
Lexington Community Land Trust	KY	\$211,380	Former Executive Director	\$87,386	\$88,641	2023
Cumberland Court Housing Commission	WI	\$211,695	Secretary	\$34,518	\$33,060	2024
Dela Vina Housing Inc	CA	\$212,068	Executive Director	\$3,602	\$2,853	2024
Network Housing '91 Inc	OH	\$197,210	Ceo (Exited 3.24.25)	\$30,598	\$29,720	2024
Black Hills Workshop Residential	SD	\$196,231	Ceo	\$38,491	\$37,953	2025
Mckinley li Inc	IL	\$214,126	President	\$31,395	\$29,141	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	264 organizations. Compensation range \$370–\$267,717; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$204,854); for reference, expenses \$198,592 and assets \$621,659.
ROLE MATCH	Joseph Thurmond, reported title " <i>Treasurer</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	173 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	62 nd
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	19 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 (Joseph Thurmond) 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 264 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,145 is reasonable (approximately the 62nd 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.