

Southstar Deborah House

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Strick, Executive Director / CEO** (\$9,230) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Daniel Strick — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L20).

BUDGET Total revenue between \$24,818 and \$55,563 — 0.67x to 1.50x the subject's \$37,042 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography

→ **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,822	\$10,539	\$19,469	\$43,628	\$66,089	\$9,230
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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 IL 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
Housing Works 220 Hull Housing	NY	\$37,220	Secretary	\$27,348	\$25,137	2023
New Americans Community Development	MA	\$37,548	President	\$30,141	\$27,550	2023
Court Street Village Non-profit Housing Corporation	MI	\$37,609	Executive Director	\$55,000	\$57,744	2023
Independence Ii Inc	NJ	\$37,680	President	\$59,141	\$52,169	2024
Prebleway I Inc	OH	\$37,734	President/ceo	\$10,071	\$10,539	2024
Northside Senior Housing Inc	CA	\$38,203	Vice President & Cfo/director	\$120,312	\$105,674	2023
Opportunity Center Hdc Inc	CA	\$38,204	Ceo	\$5,914	\$5,194	2023
Fellowship Realty Corp Of Massachusetts Inc	RI	\$35,635	President	\$45,988	\$44,854	2023
Bridgewell Danvers Housing Corporation	MA	\$38,704	Ceo	\$21,300	\$19,469	2023
Prebleway Ii Inc	OH	\$39,170	President/ceo	\$10,071	\$10,539	2024
Tennessee Valley Realty Llc	TN	\$39,319	President & Ceo	\$11,856	\$12,313	2024
Adirondack Community Housing Trust	NY	\$39,345	Executive Director	\$24,122	\$21,536	2024
Southwest Neighborhood Housing Corp	CO	\$34,711	Executive Director	\$8,935	\$8,465	2024
Partnership Housing Inc	CA	\$34,591	Chief Executive Officer	\$12,105	\$10,632	2023
Fmf Housing	MN	\$40,028	Executive Director	\$246,728	\$240,867	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hba Charitable & Educational	MI	\$34,044	Executive Officer	\$7,030	\$7,169	2024
Alaw Ogden Gardens Inc	PA	\$33,948	Director Of Construction	\$13,787	\$13,985	2023
Somersworth Community Development	NH	\$33,722	Member	\$10	\$9	2024
Fswp-gl V Inc	PA	\$33,611	Ceo	\$28,093	\$28,496	2023
Center For Housing Resources	TX	\$33,160	Executive Dir.	\$86,029	\$85,022	2024
Brenner Avenue Of Salisbury	NC	\$41,506	Executive Director	\$44,292	\$45,215	2024
Rotary Valley Inc	CA	\$32,377	Evp/cfo	\$120,262	\$102,600	2024
Tau Crossing Housing Corporation	WI	\$41,746	President (Thru June 2024)	\$8,312	\$8,577	2024
Ardley Housing Development Fund Corp	NY	\$41,821	Executive Dir.	\$12,106	\$10,808	2024
Lifetime Housing Development Corporation	NY	\$31,753	President & Ceo	\$19,027	\$16,987	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 61 organizations. Compensation range \$9–\$240,867; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$37,042); for reference, expenses \$72,370 and assets \$665,234. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Daniel Strick, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	33 rd

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 (Daniel Strick) 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 61 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,230 is reasonable (approximately the 21st 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.