

Dc Housing Solutions Inc

Executive Director / CEO

EIN **461478497**
 DC · NTEE L20
 FY ending 2024-09-30
June 9, 2026

This analysis benchmarks the total compensation of **Brenda Donald, Executive Director / CEO** (\$6,224) against **every comparable organization** that fit the selection criteria — **267** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Brenda Donald — reported title "FORMER 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 \$162,385 and \$363,549 — 0.67x to 1.50x the subject's \$242,366 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

267 organizations qualified on sector, size, and geography → **267** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,747	\$20,278	\$40,841	\$67,753	\$89,918	\$6,224
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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 DC 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
Good Shepherd Of Washington li	WI	\$242,417	President And Ceo	\$33,743	\$40,158	2024
Habitat For Humanity Of Richland	OH	\$242,502	Executive Di	\$56,620	\$70,357	2023
Somerset Arc Apartments Inc	NJ	\$243,475	Executive Director	\$7,525	\$7,459	2025
600 East 156th Street Housing	NY	\$243,524	President/ceo	\$180,441	\$185,807	2024
Scott County Habitat For Humanity	KY	\$239,980	Executive Director	\$49,000	\$59,991	2024
Mihalic's Project	AZ	\$245,308	President/ceo	\$31,340	\$34,347	2024
Providence Westside Housing Development	NY	\$245,390	President	\$2,810	\$2,979	2023
Crossroads Village Mutual Housing	CA	\$238,420	Director	\$5,430	\$5,205	2025
Sands Horizon Inc	GA	\$238,134	Secretary, Manager	\$8,334	\$9,303	2025
North Central Housing Inc	FL	\$237,214	President	\$7,500	\$8,029	2024
Unseen Heroes For Creative Communit	CA	\$247,521	Executive Director	\$24,500	\$24,821	2023
Office Of People	CA	\$247,998	Ceo	\$12,898	\$12,692	2024
Compass Center Housing Development	WA	\$236,649	President From 10/23	\$1,117	\$1,173	2023
Twentieth Association Properties Inc	MA	\$236,638	President & Ceo	\$7,164	\$7,336	2024
Fhi Lawrenceandover Inc	MA	\$236,259	President & Ceo	\$38,739	\$40,841	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cleveland County Community Development Corp Inc	NC	\$248,673	Executive Director	\$68,517	\$80,677	2024
Bellflower Oak Street Manor	OR	\$235,966	President	\$75,064	\$79,437	2024
Plymouth Bay Housing Corporation	MA	\$248,798	Ceo	\$40,000	\$40,961	2024
Admiral Housing	WA	\$249,100	Executive Director	\$7,191	\$7,553	2023
Ashby House Ltd	KS	\$249,655	Executive Di	\$88,049	\$108,398	2024
San Joaquin Valley Housing Collaborative	CA	\$249,665	Executive Dir.	\$26,183	\$26,525	2023
Alvarez Court Inc	CA	\$234,805	Ceo	\$47,732	\$48,356	2023
Creating New Horizons	LA	\$250,286	President	\$12,000	\$15,502	2023
Corpus Christi Supportive Hsng Inc	MN	\$233,649	President/tr	\$65,715	\$76,182	2023
Los Sures 907 Driggs Avenue Hdfc	NY	\$233,514	Executive Director	\$20,221	\$20,822	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **267** organizations. Compensation range \$174–\$332,672; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$242,366); for reference, expenses \$49,857 and assets \$50,158,571. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Brenda Donald, reported title " <i>FORMER CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	175 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	6 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	58 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 (Brenda Donald) 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 267 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,224 is reasonable (approximately the 6th 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.