

Community Advancement Development Corporation

Executive Director / CEO

EIN 463661469
 CA · NTEE L21
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Randall David Simmrin, Executive Director / CEO** (\$116,200) against **every comparable organization** that fit the selection criteria — **202** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

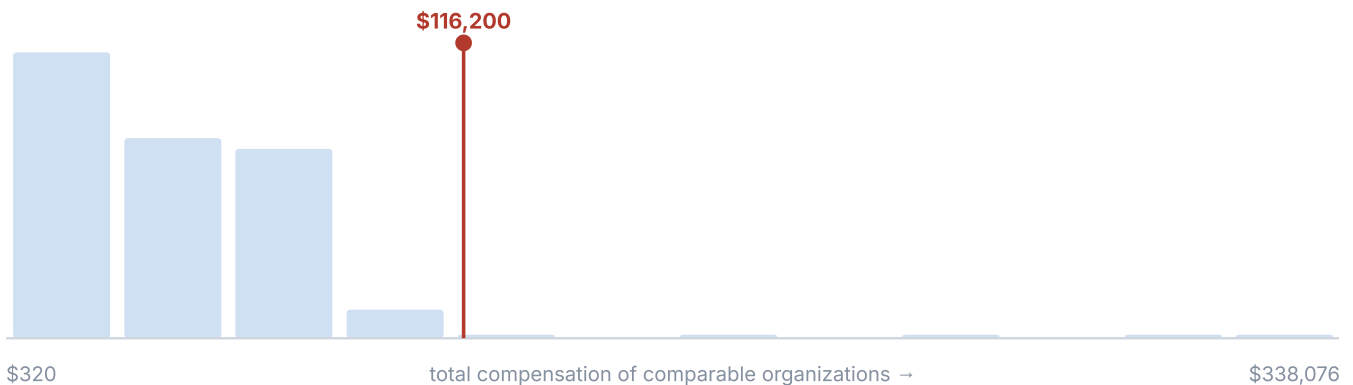
Benchmarked executive: Randall David Simmrin — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$92,573 and \$207,255 — 0.67x to 1.50x the subject's \$138,170 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

202 organizations qualified on sector, size, and geography → **202** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,218 10TH	\$20,902 25TH	\$40,008 MEDIAN	\$64,890 75TH	\$76,629 90TH	\$116,200 THIS ORG · 98TH
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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
Kansas Supportive Housing Inc	MN	\$137,959	President/tr	\$68,006	\$75,814	2025
Asi Mcalester Inc	MN	\$137,840	President/tr	\$68,006	\$75,814	2025
Independent Living Horizons Four Inc	GA	\$137,656	President/ceo	\$21,151	\$25,357	2023
Henderson Supportive Housing Inc	MN	\$137,394	President/tr	\$68,006	\$75,814	2025
Providence Brown Street Housing	NY	\$137,172	President	\$2,810	\$3,027	2023
Scarc Housing Inc	NJ	\$140,089	Trustee	\$21,975	\$22,722	2024
Specialized Housing Viii Inc	OR	\$136,235	Executive Director	\$11,111	\$12,302	2023
Dartmouth Homes Inc	MD	\$140,151	Treasurer	\$28,731	\$31,107	2024
Hempfield Apartments Inc	PA	\$135,971	Ceo	\$18,725	\$21,625	2024
Asi Bledsoe Inc	MN	\$135,503	President/tr	\$68,006	\$75,814	2025
Asi Springfield Missouri Inc	MN	\$140,958	President/tr	\$68,006	\$75,814	2025
Abilities At Bartons Landing Inc	FL	\$141,107	President/ceo	\$38,173	\$42,756	2023
Titusville Senior Housing Corporation	PA	\$141,182	Chief Excutive Officer	\$39,302	\$46,730	2023
Asi Alexandria Inc	MN	\$135,107	President/tr	\$68,006	\$75,814	2025
Community Homes Land Trust	MI	\$141,591	President	\$17,201	\$20,561	2024
Ljr Corporation	RI	\$134,715	President	\$52,490	\$60,009	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
King Hill Apartments Inc	MO	\$134,475	Chief Executive Officer	\$12,500	\$15,332	2024
Mobile Supported Living Inc	AL	\$134,085	President/ceo	\$53,238	\$64,890	2025
Parc Housing li Inc	FL	\$133,993	President & Ceo	\$12,085	\$13,148	2024
Brook View Gardens Inc	OH	\$142,436	Executive Director	\$6,211	\$7,843	2023
Ocl Properties Xiv Inc	NY	\$133,621	Chief Financial Officer	\$73,290	\$76,696	2024
Taylor Family Housing Inc	CA	\$132,784	Ceo	\$20,348	\$20,949	2023
Coshocton Area Housing Corporation	OH	\$143,846	Board Member	\$46,496	\$57,031	2024
Roseland Village Inc Nfp	CO	\$143,924	President	\$11,727	\$13,407	2023
St Stephen's Retirement Center Inc	CA	\$132,414	President	\$8,700	\$8,700	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	202 organizations. Compensation range \$320–\$338,076; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$138,170); for reference, expenses \$276,576 and assets \$48,127. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Randall David Simmrin, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 180 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	12 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 (Randall David Simmrin) 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 202 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$116,200 is reasonable (approximately the 98th 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.