

Sunshine Home Share Colorado

Executive Director / CEO

EIN 474717607

CO · NTEE L80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alison Joucovsky, Executive Director / CEO** (\$79,497) against **every comparable organization** that fit the selection criteria — **88** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

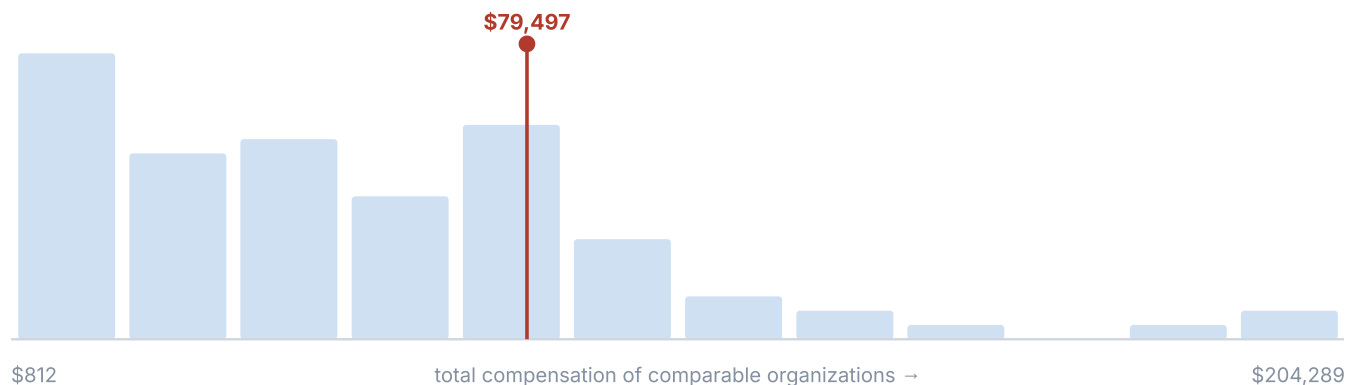
Benchmarked executive: Alison Joucovsky — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L80).
BUDGET	Total revenue between \$229,569 and \$513,961 — 0.67x to 1.50x the subject's \$342,641 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

88 organizations qualified on sector, size, and geography → **88** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,633	\$21,835	\$50,031	\$81,218	\$102,741	\$79,497
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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 CO 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
New Hope Community Development Non Profit Housing	MI	\$349,165	Executive Director	\$102,916	\$114,055	2023
Mercy Gardens	CO	\$349,249	President	\$22,009	\$22,009	2024
Supportive Housing Association	NJ	\$349,686	Executive Di	\$64,930	\$62,244	2023
Petra Community Housing	PA	\$335,521	Executive Di	\$56,643	\$58,909	2024
Metzger Park Apartments Inc	OR	\$334,989	Executive Dir.	\$149,051	\$144,353	2024
Ridgeway Village Associates Inc	OR	\$353,844	President	\$21,359	\$21,297	2023
Milwaukee Community Land Trust Ltd	WI	\$354,106	Executive Di	\$83,276	\$90,700	2024
Partners In Opportunity Inc	CA	\$355,752	President & Dir	\$50,000	\$46,357	2023
Tamalpais Pacific	CA	\$356,450	Executive Dir.	\$36,000	\$33,376	2023
Wisconsin Business Innovation	WI	\$326,115	Fiscal Manager	\$44,333	\$48,285	2024
Ccu Student Housing Foundation	SC	\$326,037	Executive Director	\$21,825	\$23,745	2024
Mercy Bond Properties Nebraska I	CO	\$325,173	Vice President	\$34,402	\$35,418	2023
Home Ownership Made Easy	WI	\$325,162	Executive Di	\$75,922	\$82,691	2024
Baytown Supportive Housing Inc	MN	\$323,402	President/tr	\$65,715	\$69,719	2023
Housing Assistance Corporation Of Jasper Alabama	AL	\$322,117	Secretary Treasurer (Officer)	\$15,209	\$17,135	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Admiral At The Lake Foundation	IL	\$322,028	Ceo	\$1,809	\$1,909	2023
Oasis Of Hope Community Development Corporation In	FL	\$319,374	President	\$85,772	\$84,032	2024
Mission 24 Inc	TX	\$366,197	Director	\$44,639	\$46,568	2024
Sacramento Community Land Trust Inc	CA	\$318,590	Executive Dir.	\$106,467	\$95,877	2024
Guardian Angel Life Services Inc	NE	\$315,505	President	\$9,153	\$10,267	2024
Community Housing Council Of Fresno	CA	\$315,026	Executive Dir.	\$100,000	\$90,053	2024
Pacific Housing Oahu Corporation -	HI	\$371,369	Assistant Secretary / Auth	\$12,712	\$12,219	2023
Mhc Chula Vista Non-profit Housing Inc	AZ	\$371,790	Executive Director	\$17,621	\$17,673	2024
The Southern California Housing	CA	\$372,480	Executive Vp	\$13,750	\$12,382	2024
Southeastern North Carolina Community Development Corp	NC	\$377,580	Secretary-treasurer	\$8,795	\$9,477	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **88** organizations. Compensation range \$812–\$204,289; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$342,641); for reference, expenses \$260,736 and assets \$255,153.
ROLE MATCH	Alison Joucovsky, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	72 nd
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	35 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 (Alison Joucovsky) 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 88 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,497 is reasonable (approximately the 72nd 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.