

# Simi Valley Education Foundation

Executive Director / CEO

EIN 770299495

CA · NTEE B112

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cindy Jacoby, Executive Director / CEO** (\$33,075) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Cindy Jacoby — reported title “Executive Direc”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

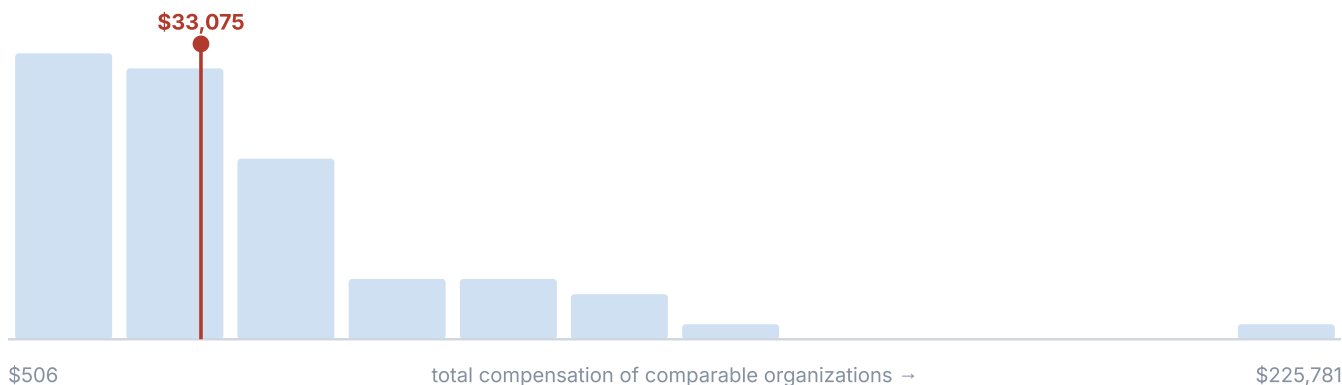
**SECTOR** Organizations sharing the subject's NTEE classification (B112).

**BUDGET** Total revenue between \$74,494 and \$166,779 — 0.67x to 1.50x the subject's \$111,186 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

**62** organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,270	\$17,480	\$33,394	\$51,726	\$89,995	\$33,075
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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
<a href="#">Patterson Park Public Charter</a>	MD	\$111,386	Executive Director	\$7,600	<b>\$8,471</b>	2023
<a href="#">Ncssm Student &amp; Constituent Support</a>	NC	\$111,609	Executive Director	\$56,657	<b>\$67,796</b>	2024
<a href="#">Pima County Library Foundation</a>	AZ	\$108,956	Executive Director	\$65,291	<b>\$74,866</b>	2023
<a href="#">Timothy Christian Schools Foundation</a>	IL	\$108,087	Secretary	\$39,775	<b>\$46,623</b>	2023
<a href="#">Oelc At Kennedy Qalich</a>	NE	\$108,000	Educare Of Omaha Executive Director	\$15,345	<b>\$19,113</b>	2024
<a href="#">Ghes Building Company</a>	MN	\$107,956	Board Chair	\$5,654	<b>\$6,661</b>	2023
<a href="#">The Sumner G Rand Jr Foundation</a>	FL	\$106,782	President	\$87,076	<b>\$92,290</b>	2025
<a href="#">Liberty University Foundation</a>	VA	\$118,139	Director/president	\$17,026	<b>\$19,600</b>	2023
<a href="#">National Association Of College</a>	OH	\$103,998	Senior Director Of Finance & Administration	\$18,379	<b>\$22,543</b>	2024
<a href="#">Michael J Connell Memorial Fund</a>	CA	\$102,022	Co-trustee	\$49,000	<b>\$49,000</b>	2024
<a href="#">Butler Foundation</a>	IN	\$121,511	President	\$64,768	<b>\$79,098</b>	2024
<a href="#">Friends And Foundation</a>	CA	\$122,000	Executive Dir.	\$50,764	<b>\$52,263</b>	2023
<a href="#">C F Kellogg Est M M Kellogg Unitrust</a>	NY	\$123,733	Trustee	\$18,277	<b>\$19,126</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Iowa School For The Deaf Foundation</a>	IA	\$98,158	President	\$28,502	<b>\$36,141</b>	2024
<a href="#">Peruna East Corporation</a>	TX	\$97,750	President	\$85,562	<b>\$99,118</b>	2024
<a href="#">Strong Communities Realty Corporation</a>	FL	\$96,654	President	\$36,104	<b>\$40,438</b>	2023
<a href="#">Our House Community Investment</a>	AR	\$126,049	Vice Chairman	\$11,199	<b>\$14,578</b>	2024
<a href="#">Richland School District Two Education</a>	SC	\$96,169	Executive Director	\$12,000	<b>\$14,926</b>	2023
<a href="#">Ah Capital Campaign Inc</a>	GA	\$126,583	President & Ceo	\$42,717	<b>\$49,741</b>	2024
<a href="#">Central Washington University Alumni</a>	WA	\$126,733	Executive Director	\$31,835	<b>\$33,008</b>	2024
<a href="#">Pots Building For The Future</a>	NY	\$127,704	President	\$18,860	<b>\$19,736</b>	2024
<a href="#">Washburn University Charitable Gift Fund</a>	KS	\$127,901	President	\$49,918	<b>\$60,843</b>	2025
<a href="#">Foundation For Compton Community College</a>	CA	\$93,837	Member	\$97,654	<b>\$97,654</b>	2024
<a href="#">Clinton Public Schools Scholarship Enrichment Foundation Inc</a>	MA	\$93,835	Treasurer (Ret)	\$900	<b>\$965</b>	2023
<a href="#">Global Campaign For Education-us</a>	DC	\$129,276	Executive Director	\$114,917	<b>\$116,784</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

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PEER COUNT	62 organizations. Compensation range \$506–\$225,781; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$111,186); for reference, expenses \$95,427 and assets \$238,795.
ROLE MATCH	Cindy Jacoby, reported title " <i>Executive Direc</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	41 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	21 <sup>st</sup>

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

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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 (Cindy Jacoby) 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 62 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$33,075 is reasonable (approximately the 50<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.