

Coeur Dalene Homes Inc

Executive Director / CEO

EIN 820201589
 ID · NTEE L200
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Ann Johnson, Executive Director / CEO** (\$157,687) against **every comparable organization** that fit the selection criteria — **315** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

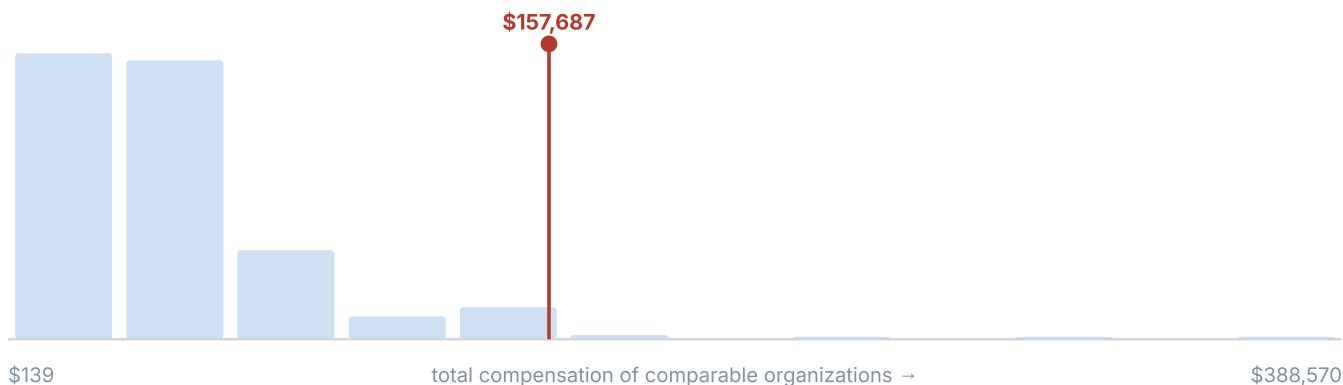
Benchmarked executive: Ann Johnson — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L200).
BUDGET	Total revenue between \$332,119 and \$743,550 — 0.67x to 1.50x the subject's \$495,700 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

315 organizations qualified on sector, size, and geography → **315** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,241	\$19,406	\$40,216	\$60,790	\$93,337	\$157,687
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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 ID 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
Habitat For Humanity Of	CO	\$495,440	Executive Di	\$85,500	\$74,857	2024
Grace View Manor Housing Development	NY	\$494,842	President	\$46,401	\$39,415	2023
Gap Community Center	IL	\$497,217	Board Chair	\$55,055	\$48,146	2025
Texas Community Builders	TX	\$497,931	Ceo	\$188,912	\$168,095	2025
Lower East Side Coalition Housing	NY	\$493,039	Secretary	\$125,696	\$103,708	2024
St Paul Church Of God In Chris	IL	\$498,390	Executive Dire	\$57,528	\$53,165	2023
63 Thompson Street Housing Development	NY	\$492,372	President/ceo	\$162,116	\$137,708	2023
Sacred Heart Village Ii Inc	DE	\$499,085	Executive Director	\$14,243	\$12,733	2024
Delaware Community Investment	DE	\$491,339	President	\$34,362	\$30,721	2024
Humboldt Bay Housing Development Corp	CA	\$491,172	Cfo	\$32,291	\$25,460	2024
Center On Independent Living Community Development Corporation	TX	\$491,165	Executive Director	\$53,282	\$48,665	2024
Habitat For Humanity Of Grays Harbor	WA	\$500,306	Administrator	\$53,113	\$44,701	2023
Winwood Apartments Inc	IL	\$490,892	President & Ceo	\$6,958	\$6,430	2023
Nycha Ii Housing Development Fund	NY	\$500,567	President & Ceo	\$96,272	\$79,431	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Economic Development Corporation	CA	\$500,645	President	\$60,000	\$47,306	2024
Ucc Xxi Inc	OH	\$490,478	Treasurer	\$34,230	\$34,081	2023
Our Saviour's Manor Senior Nonprofit	MI	\$501,096	Administrator	\$57,055	\$53,771	2024
Assurance Development And Management Corporation	TN	\$490,008	Employee	\$5,669	\$5,300	2025
Azteca Economic Development Corp	TX	\$489,922	Manager	\$46,103	\$42,108	2024
Cantebria Senior Homes	CO	\$486,554	President	\$22,009	\$19,270	2024
Fields Corner Community	MA	\$505,681	Executive Director	\$82,660	\$69,826	2023
Community Housing In Partnership Inc	NJ	\$485,000	President	\$30,000	\$25,179	2023
Operation Life Inc	NJ	\$506,750	Executive Director	\$41,676	\$33,975	2024
Cohome Inc	NJ	\$484,465	Executive Director	\$6,667	\$5,435	2024
Habitat For Humanity Of Fannin & Gilmer Co Ga Inc	GA	\$509,838	Executive Director	\$60,769	\$54,352	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	315 organizations. Compensation range \$139–\$388,570; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$495,700); for reference, expenses \$507,802 and assets \$959,784.
ROLE MATCH	Ann Johnson, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	182 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	97 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	57 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 (Ann Johnson) 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 13, 2026, comparing compensation against 315 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$157,687 is reasonable (approximately the 97th 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 13, 2026.