

Sdhc Building Opportunities Inc

Executive Director / CEO

EIN 821946283

CA · NTEE S20

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Jeff Davis, Executive Director / CEO** (\$73,722) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

Benchmarked executive: Jeff Davis — reported title “INTERIM BOARD CHAIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

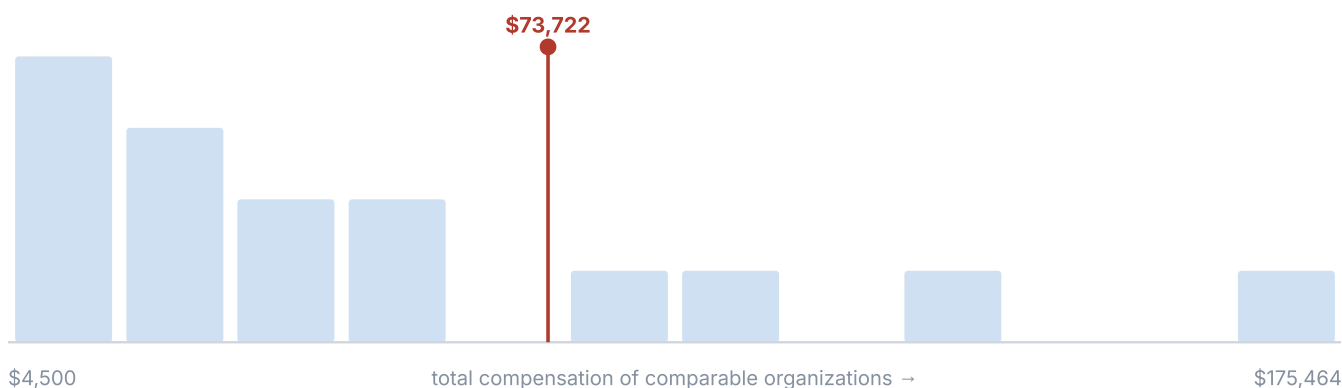
SECTOR Organizations sharing the subject's NTEE classification (S20).

BUDGET Total revenue between \$121,414 and \$271,824 — 0.67x to 1.50x the subject's \$181,216 (the band tightens as size grows).

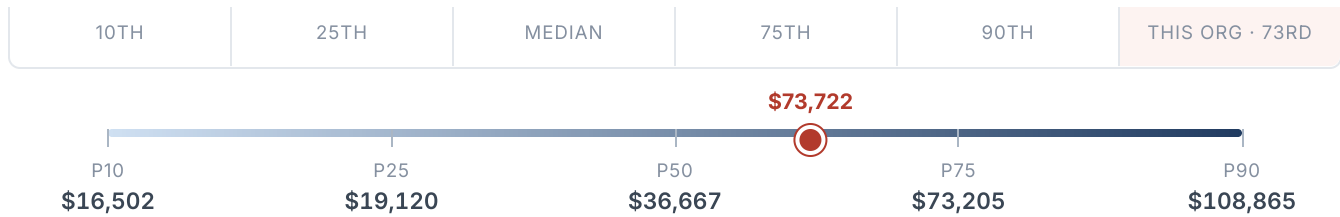
GEOGRAPHY Same NTEE sector (S20) + CA + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,502	\$19,120	\$36,667	\$73,205	\$108,865	\$73,722
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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
Aqus Community Foundation	CA	\$152,866	Ceo	\$36,667	\$36,667	2023
Willowbrook Inclusion Network	CA	\$212,180	President/chairperson	\$85,000	\$85,000	2023
Leadership Pasadena Inc	CA	\$214,359	Board Member	\$39,700	\$37,567	2025
Community Services United	CA	\$220,114	Director	\$54,600	\$53,034	2024
Friends Of Residential Treasuresla	CA	\$140,465	Executive Director	\$17,500	\$16,998	2024
Community Realignment Education Program	CA	\$230,414	Program Director	\$93,062	\$90,392	2024
Summit Impact	CA	\$124,138	Executive Di	\$175,464	\$175,464	2023
Hearts Respond	CA	\$239,729	Board Member	\$29,950	\$29,950	2023
Belle Haven Action	CA	\$240,543	President& D	\$29,162	\$29,162	2023
Center For The Empowerment Of Families Inc	CA	\$240,965	Executive Director	\$16,450	\$16,450	2023
Bolin Community Inc	CA	\$248,817	Secretary	\$21,868	\$21,241	2024
Lifeline Community Development Corporation Of Merced County	CA	\$255,931	Executive Director	\$4,500	\$4,500	2023
River Valley Community Outreach Center	CA	\$256,621	President	\$121,180	\$121,180	2023
Sonoma County Black Forum	CA	\$258,567	Co-sec/treasure	\$17,069	\$16,579	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Urban University	CA	\$271,812	Executive Director	\$64,896	\$61,409	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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	15 organizations. Compensation range \$4,500–\$175,464; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$181,216); for reference, expenses \$184,853 and assets \$175.
ROLE MATCH	Jeff Davis, reported title <i>"INTERIM BOARD CHAIR"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
OUTLIERS	1 peer 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	73 rd
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Jeff Davis) 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 10, 2026, comparing compensation against 15 similarly situated organizations (Same NTEE sector (S20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,722 is reasonable (approximately the 73rd 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 10, 2026.