

Dcfof Realty Investment Inc

Executive Director / CEO

EIN 824490868

TX · NTEE S47

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Toni Johnson-simpson, Executive Director / CEO** (\$12,988) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

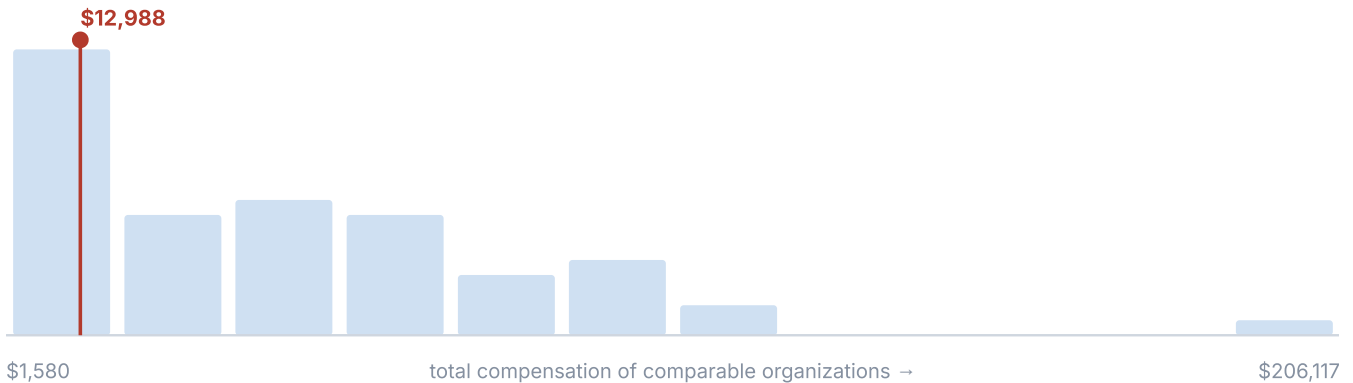
Benchmarked executive: Toni Johnson-simpson — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S47).
BUDGET	Total revenue between \$96,762 and \$216,631 — 0.67x to 1.50x the subject's \$144,421 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,675	\$14,837	\$39,203	\$62,775	\$96,547	\$12,988
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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 TX 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
Airconditioning And Refrigeration	CA	\$143,589	Administrator	\$73,014	\$63,028	2024
Puerto Rican Association For Human	NJ	\$146,634	Executive Director/ceo	\$8,688	\$7,755	2024
Crocker Masonic Hall Association	CA	\$146,766	Cfo	\$11,000	\$9,776	2023
Dpcr Holding Corporation	OH	\$150,000	Secretary	\$10,739	\$11,706	2023
Laborers District Council Of Mn & Nd	MN	\$151,260	President/business Manager	\$114,694	\$113,295	2024
Institute Of Real Estate Management	MI	\$154,061	Executive Di	\$60,756	\$62,691	2024
Nwgm Title Holding Company Iii Inc	NH	\$132,850	President	\$19,521	\$17,555	2025
Sheet Metal Workers Local 58	NY	\$156,493	Director	\$56,945	\$51,441	2024
Teamsters Local 682 Real Estate Company	MO	\$158,364	President/principal Office	\$93,107	\$98,584	2024
Scottish Rite Temple Of Bellingham	WA	\$130,303	Secretary	\$4,950	\$4,561	2023
Muscatine Board Of Realtors Inc	IA	\$130,025	Executive Of	\$34,820	\$38,114	2024
The Labor Temple Association	MN	\$159,147	President	\$1,600	\$1,580	2024
Mount Sinai Med Office Buildii Inc	FL	\$163,279	President/ceo	\$77,682	\$72,954	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gifford Workforce Llc	MA	\$164,221	President	\$11,821	\$10,933	2023
Gada Title Holding Company	GA	\$124,440	Former Officer	\$56,871	\$55,691	2025
Pac Holding Inc	MO	\$165,000	President	\$62,199	\$67,803	2023
Cahec Building Corporation	NC	\$166,344	Assistant Secretary	\$59,714	\$61,681	2024
Signature Health Re Holdings Inc	OH	\$122,456	President & Ceo	\$38,800	\$41,082	2024
Ebec Holdings	RI	\$168,000	Executive Di	\$7,923	\$7,595	2024
Primecare Belmont Cragin Holding	IL	\$172,050	Director	\$9,740	\$9,856	2023
Gifford Workforce li Llc	MA	\$173,448	President	\$11,821	\$10,933	2023
Local 500 Building Corp	MD	\$113,998	President	\$25,618	\$23,943	2024
Philadelphia Real Estate Council	PA	\$112,046	Chairman And Founder	\$95,437	\$97,954	2023
Pac Development Inc	MO	\$176,953	President	\$57,598	\$60,986	2024
Bucknell Real Estate Inc	PA	\$177,000	Vp Fin And Adm	\$81,722	\$83,877	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **56** organizations. Compensation range \$1,580–\$206,117; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$144,421); for reference, expenses \$85,162 and assets \$1,166,921. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Toni Johnson-simpson, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	25 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	61 st

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 (Toni Johnson-simpson) 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 56 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,988 is reasonable (approximately the 25th 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.