

# Sacramento Community Land Trust Inc

Executive Director / CEO

EIN 824955956

CA · NTEE L80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tamika L'ecluse, Executive Director / CEO** (\$106,467) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

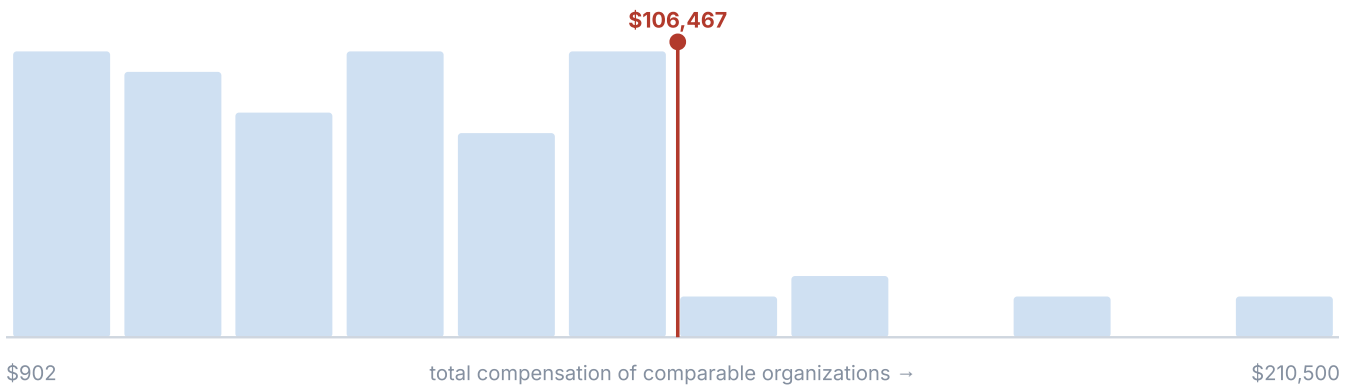
**Benchmarked executive:** Tamika L'ecluse — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L80).
BUDGET	Total revenue between \$213,455 and \$477,885 — 0.67x to 1.50x the subject's \$318,590 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

**85** organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,254	\$24,451	\$55,246	\$88,871	\$109,019	<b>\$106,467</b>
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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="#">Oasis Of Hope Community Development Corporation In</a>	FL	\$319,374	President	\$85,772	<b>\$93,313</b>	2024
<a href="#">Guardian Angel Life Services Inc</a>	NE	\$315,505	President	\$9,153	<b>\$11,401</b>	2024
<a href="#">The Admiral At The Lake Foundation</a>	IL	\$322,028	Ceo	\$1,809	<b>\$2,120</b>	2023
<a href="#">Housing Assistance Corporation Of Jasper Alabama</a>	AL	\$322,117	Secretary Treasurer (Officer)	\$15,209	<b>\$19,028</b>	2024
<a href="#">Community Housing Council Of Fresno</a>	CA	\$315,026	Executive Dir.	\$100,000	<b>\$100,000</b>	2024
<a href="#">Baytown Supportive Housing Inc</a>	MN	\$323,402	President/tr	\$65,715	<b>\$77,419</b>	2023
<a href="#">Home Ownership Made Easy</a>	WI	\$325,162	Executive Di	\$75,922	<b>\$91,824</b>	2024
<a href="#">Mercy Bond Properties Nebraska I</a>	CO	\$325,173	Vice President	\$34,402	<b>\$39,330</b>	2023
<a href="#">Ccu Student Housing Foundation</a>	SC	\$326,037	Executive Director	\$21,825	<b>\$26,368</b>	2024
<a href="#">Wisconsin Business Innovation</a>	WI	\$326,115	Fiscal Manager	\$44,333	<b>\$53,619</b>	2024
<a href="#">Neighborhood Housing Services Of Jamaica Cdc Inc</a>	NY	\$306,697	Executive Director	\$129,644	<b>\$139,675</b>	2023
<a href="#">Westtown Jubilee Housing</a>	MI	\$305,770	Executive Director	\$82,284	<b>\$98,356</b>	2024
<a href="#">Baden Presbyterian Senior Housing Inc</a>	PA	\$303,198	Director And President	\$37,604	<b>\$43,428</b>	2024
<a href="#">Komohale Services</a>	HI	\$302,585	Executive Director	\$203,022	<b>\$210,500</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Metzger Park Apartments Inc</a>	OR	\$334,989	Executive Dir.	\$149,051	<b>\$160,297</b>	2024
<a href="#">Petra Community Housing</a>	PA	\$335,521	Executive Di	\$56,643	<b>\$65,415</b>	2024
<a href="#">United North East Community</a>	IN	\$299,742	Executive Di	\$77,785	<b>\$94,996</b>	2024
<a href="#">Dream Live Hope Foundation</a>	CA	\$298,425	President	\$52,083	<b>\$53,621</b>	2023
<a href="#">Mid-peninsula Page Mill Court Inc</a>	CA	\$295,746	Cfo / Assistant Secretary	\$77,467	<b>\$77,467</b>	2024
<a href="#">Team Up With Families Inc</a>	WI	\$295,101	Executive Director	\$68,734	<b>\$83,130</b>	2024
<a href="#">Venture Inc</a>	MI	\$295,072	President	\$13,012	<b>\$16,013</b>	2023
<a href="#">Another Chance House Of Refuge Inc</a>	NC	\$294,705	Executive Director	\$14,640	<b>\$17,518</b>	2024
<a href="#">Sunshine Home Share Colorado</a>	CO	\$342,641	Executive Di	\$79,497	<b>\$88,278</b>	2024
<a href="#">Facts Education Fund</a>	CA	\$291,223	Secretary/ T	\$62,560	<b>\$62,560</b>	2024
<a href="#">Sioux Empire Housing Partnership</a>	SD	\$288,738	President	\$64,468	<b>\$82,396</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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 85 organizations. Compensation range \$902–\$210,500; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$318,590); for reference, expenses \$182,987 and assets \$342,657. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Tamika L'ecluse, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	<b>89<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>93<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>92<sup>nd</sup></b>
All sources (D + E + F), adjusted	<b>54<sup>th</sup></b>

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 (Tamika L'ecluse) 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 85 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,467 is reasonable (approximately the 89<sup>th</sup> 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.