

Sdc Services Corp

Executive Director / CEO

EIN 841564447

CO · NTEE S50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tammi Holloway, Executive Director / CEO** (\$102,957) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

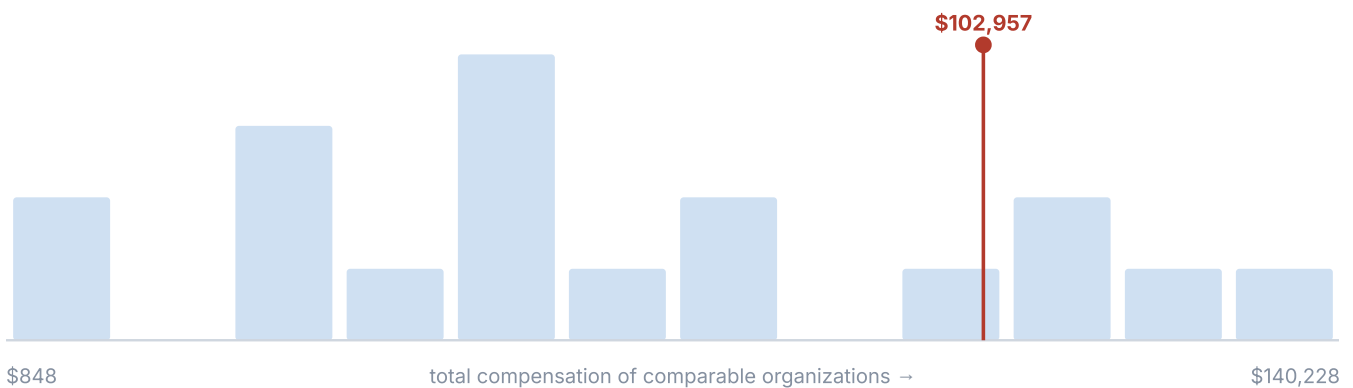
Benchmarked executive: Tammi Holloway — reported title “President Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S50).
BUDGET	Total revenue between \$206,074 and \$461,361 — 0.67x to 1.50x the subject's \$307,574 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S50), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,784	\$35,360	\$56,053	\$93,744	\$118,014	\$102,957
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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 CO 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
Leadership Council For Nonprofits	OH	\$313,975	Executive Director	\$100,000	\$113,720	2023
Natural High	CA	\$300,687	Executive Director	\$155,717	\$140,228	2024
Next Step Storm Inc	IN	\$300,151	Construction Sp	\$52,200	\$57,409	2024
Wls Building Company	MN	\$315,484	School Director	\$10,128	\$10,745	2023
Meliora Partners Inc	IA	\$296,891	Executive Director	\$24,000	\$29,372	2022
Central Florida Realty Investors	FL	\$289,984	Executive Director	\$122,988	\$120,493	2024
Community Conscience	CA	\$337,609	Executive Di	\$56,608	\$50,977	2024
Global Ecolabelling Network Inc	MD	\$275,670	Gen Secretariat	\$98,089	\$98,461	2023
Metrowest Nonprofit Network Inc	MA	\$248,673	Executive Director (Effective July)	\$35,313	\$34,071	2023
The Center For Social Creativity	CO	\$232,758	Executive Director	\$51,458	\$51,458	2024
Peoplecare Center For Nonprofits Inc	NJ	\$383,668	Executive Director	\$65,838	\$61,304	2024
Community Healthcare Foundation Inc	MO	\$227,991	Ceo	\$31,494	\$35,815	2023
Indian Country Grassroots Support	NM	\$395,484	Executive Di	\$104,264	\$116,951	2024
District 742 Local Education Activities	MN	\$404,292	Executive Director	\$33,186	\$35,208	2023
Advancing The Seed Inc	CA	\$418,755	President/ceo	\$60,738	\$54,697	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maureens Haven Inc	NY	\$429,857	Executive Dir.	\$78,036	\$73,540	2024
Fairness & Accuracy In Reporting Inc	NY	\$441,885	Member	\$900	\$848	2024
Mediation Center Of Dutchess	NY	\$457,656	Executive Di	\$84,460	\$79,593	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	18 organizations. Compensation range \$848–\$140,228; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$307,574); for reference, expenses \$301,462 and assets \$158,399.
ROLE MATCH	Tammi Holloway, reported title " <i>President Secretary</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.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	78th
Total compensation (D + F), as reported (no adjustments)	83rd
Reportable pay only (column D), adjusted	83rd

All sources (D + E + F), adjusted

72nd

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 (Tammi Holloway) 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 18 similarly situated organizations (Same NTEE sector (S50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,957 is reasonable (approximately the 78th 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.