

The High Point Community Development Cor

Executive Director / CEO

EIN 932149324
 CA · NTEE S20
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Paul Smith, Executive Director / CEO** (\$79,700) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

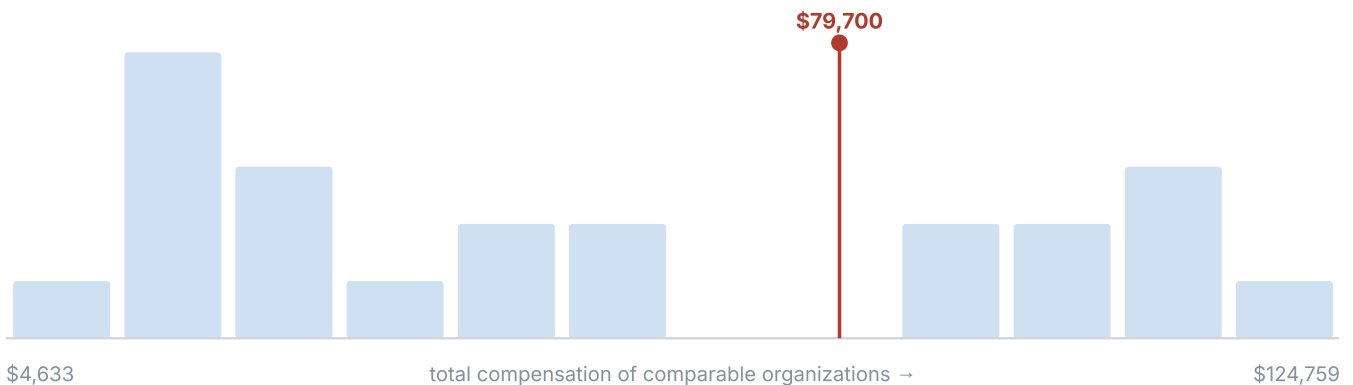
Benchmarked executive: Paul Smith — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

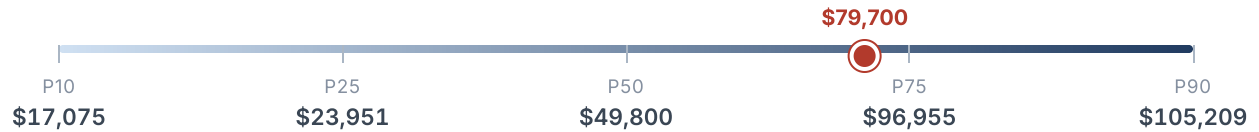
SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$185,663 and \$415,663 — 0.67x to 1.50x the subject's \$277,109 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20) + CA + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,075 10TH	\$23,951 25TH	\$49,800 MEDIAN	\$96,955 75TH	\$105,209 90TH	\$79,700 THIS ORG · 64TH
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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
Community Action Team-california Inc	CA	\$273,760	Chief Executive Officer	\$105,000	\$105,000	2024
New Season Community Development Corp	CA	\$273,020	Director	\$45,000	\$45,000	2024
Urban University	CA	\$271,812	Executive Director	\$64,896	\$63,223	2025
Sonoma County Black Forum	CA	\$258,567	Co-sec/treasure	\$17,069	\$17,069	2024
River Valley Community Outreach Center	CA	\$256,621	President	\$121,180	\$124,759	2023
Lifeline Community Development Corporation Of Merced County	CA	\$255,931	Executive Director	\$4,500	\$4,633	2023
Canoga Park Improvement Association	CA	\$299,192	Exc. Dir.	\$57,200	\$58,890	2023
Bolinas Community Inc	CA	\$248,817	Secretary	\$21,868	\$21,868	2024
Livermore Downtown Inc	CA	\$308,752	Executive Director	\$105,232	\$105,232	2024
Center For The Empowerment Of Families Inc	CA	\$240,965	Executive Director	\$16,450	\$16,936	2023
Belle Haven Action	CA	\$240,543	President& D	\$29,162	\$30,023	2023
Hearts Respond	CA	\$239,729	Board Member	\$29,950	\$30,835	2023
The Orinda Association	CA	\$321,844	Secretary	\$17,125	\$17,125	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Uptown Partnership Incorporated	CA	\$323,144	Executive Director	\$95,434	\$98,253	2023
Community Realignment Education Program	CA	\$230,414	Program Director	\$93,062	\$93,062	2024
Community Services United	CA	\$220,114	Director	\$54,600	\$54,600	2024
Leadership Pasadena Inc	CA	\$214,359	Board Member	\$39,700	\$38,677	2025
Willowbrook Inclusion Network	CA	\$212,180	President/chairperson	\$85,000	\$87,511	2023
Main Street Martinez Inc Dba	CA	\$365,098	Executive Dir.	\$110,907	\$110,907	2024
Shasta Living Streets	CA	\$367,637	Executive Director	\$104,867	\$102,164	2025
Streets Are For Everyone	CA	\$406,388	Executive Dir.	\$27,375	\$27,375	2024
New Birth Community Development	CA	\$411,445	Board President, Executive Director	\$22,155	\$22,809	2023

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.

● Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$4,633–\$124,759; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$277,109); for reference, expenses \$325,152 and assets \$9,415.
ROLE MATCH	Paul Smith, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	64 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	64 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 (Paul Smith) 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 22 similarly situated organizations (Same NTEE sector (S20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,700 is reasonable (approximately the 64th 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.