

Community Design Center

Executive Director / CEO

EIN 943182525

CA · NTEE L020

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Charles B Turner, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **936** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Charles B Turner — reported title “Exec Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L020).
BUDGET	Total revenue between \$142,596 and \$319,246 — 0.67x to 1.50x the subject's \$212,831 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

936 organizations qualified on sector, size, and geography → **936** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,910	\$22,523	\$42,182	\$70,114	\$91,227	\$60,000
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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
Ellenburg Housing Development Fund	NY	\$212,855	Manager	\$31,412	\$31,929	2024
Rubicon Homes	CA	\$212,559	Ceo And President	\$10,555	\$10,252	2024
Eagle Valley Senior Associates Inc	PA	\$212,362	President	\$30,792	\$34,541	2024
Clean House Recovery Inc	MA	\$213,301	Senior Director	\$45,022	\$45,508	2024
Cil Woods Inc	NJ	\$212,212	Executive Director	\$8,015	\$8,050	2024
Park East House Inc	CO	\$213,464	Board President & Ceo Of Mhcd	\$24,467	\$27,169	2023
Dela Vina Housing Inc	CA	\$212,068	Executive Director	\$3,602	\$3,499	2024
Ginger Ford Northshore Fuller Center For Housing Inc	LA	\$211,927	Associate Director	\$49,800	\$61,683	2024
Cumberland Court Housing Commission	WI	\$211,695	Secretary	\$34,518	\$40,551	2024
Mckinley li Inc	IL	\$214,126	President	\$31,395	\$35,744	2023
Bma Inc	OR	\$211,387	President & Ceo	\$45,693	\$47,731	2024
Lexington Community Land Trust	KY	\$211,380	Former Executive Director	\$87,386	\$108,726	2023
Housing Associates Inc	IL	\$214,293	Chief Executive Officer	\$29,764	\$33,887	2023
Memphis Supportive Housing Inc	MN	\$214,379	President/tr	\$65,715	\$75,198	2023
4 Bishop Street Inc	MA	\$211,199	Pres. & Ceo	\$15,150	\$15,313	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northwest Affordable Housing Inc	WI	\$214,525	Fiscal Manager	\$44,333	\$52,080	2024
Harbor Homes li Inc	NH	\$214,631	President & Ceo (End 10/2022)	\$34,771	\$37,182	2023
Stand At The Crossroads Ministries	SC	\$214,681	President	\$10,000	\$12,082	2023
Glendale Housing Corporation	CA	\$210,867	Chief Executive Officer	\$61,000	\$61,000	2023
Association Properties Inc	MA	\$214,813	President & Ceo	\$7,164	\$7,241	2024
Catalyst Housing Inc	CA	\$214,975	Executive Dir.	\$3,602	\$3,499	2024
Rayne Elderly Housing Corporation	FL	\$210,474	Vice Preside	\$75,384	\$79,659	2024
Good Shepherd Senior Apartments	MN	\$215,235	Administrator	\$2,256	\$2,507	2024
Garrison Place Inc	OH	\$215,277	Chief Executive Officer	\$8,517	\$10,147	2024
Site K Inc	CA	\$210,341	President	\$45,067	\$43,774	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 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 **936** organizations. Compensation range \$311–\$538,819; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$212,831); for reference, expenses \$210,405 and assets \$67,590.

ROLE MATCH	Charles B Turner, reported title "Exec Director", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	590 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	34 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	66 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	21 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 (Charles B Turner) 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 936 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 66th 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.