

Canon Barcus Inc

Executive Director / CEO

EIN 943288854

CA · NTEE L21Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary Elizabeth Stokes, Executive Director / CEO** (\$43,325) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 41st percentile of comparable organizations

within the typical range

Benchmarked executive: Mary Elizabeth Stokes — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L21Z).

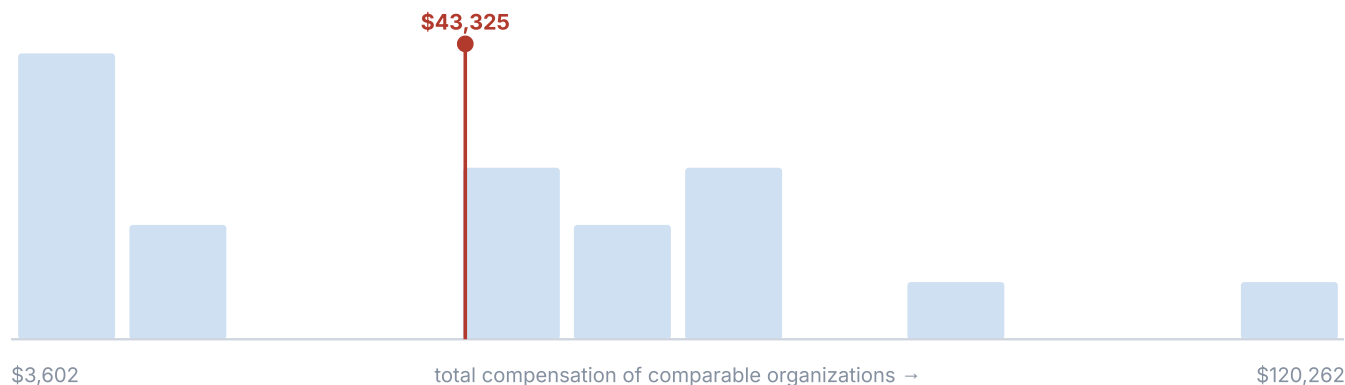
BUDGET Total revenue between \$150,561 and \$337,077 — 0.67x to 1.50x the subject's \$224,718 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L21) + CA + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,182

\$11,850

\$49,142

\$62,802

\$74,169

\$43,325



● 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
Union Seniors Association Inc	CA	\$221,496	President	\$11,850	\$11,850	2024
Buckelew Housing Inc	CA	\$229,064	President	\$57,708	\$56,220	2025
Folsom Oaks Apartments Inc	CA	\$229,992	Ceo	\$6,235	\$6,235	2024
Catalyst Housing Inc	CA	\$214,975	Executive Dir.	\$3,602	\$3,602	2024
Eastmont Court Inc	CA	\$236,288	Ceo	\$47,732	\$49,142	2023
Rubicon Homes	CA	\$212,559	Ceo And President	\$10,555	\$10,555	2024
St Annes Retirement Community	CA	\$201,444	Ceo President	\$63,000	\$63,000	2024
San Leandro Supportive Housing Inc	CA	\$194,384	President	\$43,669	\$44,959	2023
Edith Street Apartments Inc	CA	\$257,405	Former Exec Dir	\$15,870	\$16,339	2023
Cedar Street Apartments Inc	CA	\$190,900	Executive Director	\$19,654	\$20,235	2023
Brisbane Senior Housing Inc	CA	\$189,312	Evp/cfo	\$120,262	\$120,262	2024
Lupine Housing Inc	CA	\$279,929	Executive Dir.	\$3,602	\$3,602	2024
Aspen Drive Housing Inc	CA	\$168,531	Ceo	\$47,732	\$49,142	2023
Burbank Accessible Apt Corp	CA	\$158,575	Chief Executive Officer	\$61,000	\$62,802	2023
Ridge Point Non-profit Housing	CA	\$153,915	Ceo/president	\$83,231	\$83,231	2024
Culver City Rotary Plaza Inc	CA	\$315,455	President/ceo	\$68,128	\$68,128	2024
Los Robles Apartments Inc	CA	\$319,840	Secretary	\$52,496	\$52,496	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.

■ Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$3,602–\$120,262; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$224,718); for reference, expenses \$47,743 and assets \$352,503. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Mary Elizabeth Stokes, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	41 st
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	76 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 (Mary Elizabeth Stokes) 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 17 similarly situated organizations (Same NTEE sector (L21) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,325 is reasonable (approximately the 41st 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.