

# Beverly Hills Senior Citizen

Executive Director / CEO

EIN 953749326  
 CA · NTEE L22Z  
 FY ending 2024-08-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Douglas Cope, Executive Director / CEO** (\$7,252) against **every comparable organization** that fit the selection criteria — **174** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Douglas Cope — 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 (L22Z).
BUDGET	Total revenue between \$28,118 and \$62,952 — 0.67x to 1.50x the subject's \$41,968 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

**174** organizations qualified on sector, size, and geography → **174** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,078	\$13,237	\$27,060	\$49,016	\$82,798	<b>\$7,252</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="#">Valley Of The Sun School Properties Five</a>	AZ	\$41,936	Board Member	\$19,940	<b>\$22,864</b>	2023
<a href="#">Forest Park Housing</a>	OH	\$42,017	Ceo	\$14,293	<b>\$17,532</b>	2024
<a href="#">Ardsley Housing Development Fund Corp</a>	NY	\$41,821	Executive Dir.	\$12,106	<b>\$12,669</b>	2024
<a href="#">Tau Crossing Housing Corporation</a>	WI	\$41,746	President (Thru June 2024)	\$8,312	<b>\$10,053</b>	2024
<a href="#">Creative Housing Inc Xii</a>	OH	\$42,208	President	\$8,713	<b>\$11,002</b>	2023
<a href="#">Bay View Citizens For Social Justice Inc</a>	VA	\$41,708	Executive Director	\$6,925	<b>\$7,743</b>	2024
<a href="#">Brenner Avenue Of Salisbury</a>	NC	\$41,506	Executive Director	\$44,292	<b>\$53,000</b>	2024
<a href="#">Hale Mahaolu Eono (5) Inc</a>	HI	\$42,640	Executive Director	\$68,471	<b>\$73,089</b>	2023
<a href="#">Belair Manor Inc</a>	MD	\$41,169	Executive Director	\$4,329	<b>\$4,826</b>	2023
<a href="#">Mullica Hill Snh Inc</a>	NJ	\$42,903	President And Ceo	\$64,324	<b>\$68,474</b>	2023
<a href="#">Community Residence Programs Inc</a>	NY	\$40,879	Ceo	\$18,651	<b>\$20,094</b>	2023
<a href="#">Cpnj Plainfield Residence Inc</a>	NJ	\$40,839	Ceo - President	\$17,303	<b>\$18,419</b>	2023
<a href="#">Albertville Housing Development Corp</a>	AL	\$43,210	Executive Director	\$24,026	<b>\$30,059</b>	2024
<a href="#">Hope Network Nonprofit Housing</a>	MI	\$40,704	Executive Director Of Housing	\$152,939	<b>\$182,812</b>	2024
<a href="#">Ulster Accessible Apartments &amp; Housing</a>	NY	\$43,373	Ceo (Thru 6/24)	\$110,029	<b>\$115,142</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Housing Support Of New Hampshire Inc</a>	MA	\$43,452	Executive Director	\$152,429	<b>\$158,628</b>	2024
<a href="#">We Rise</a>	MD	\$40,463	Executive Director	\$4,000	<b>\$4,331</b>	2024
<a href="#">The Association's Third Property Inc</a>	MA	\$43,511	President	\$7,684	<b>\$7,996</b>	2024
<a href="#">Rew Ministries</a>	NV	\$40,173	President	\$97,496	<b>\$116,519</b>	2023
<a href="#">Mp Can Do Inc</a>	CA	\$43,768	President	\$72,431	<b>\$72,431</b>	2024
<a href="#">Evergreen Mutual Housing Association</a>	CA	\$43,833	Ceo - Thru 9/24	\$27,359	<b>\$27,359</b>	2024
<a href="#">The Association's Fourth Property Inc</a>	MA	\$43,839	President	\$7,684	<b>\$7,996</b>	2024
<a href="#">Fmf Housing</a>	MN	\$40,028	Executive Director	\$246,728	<b>\$282,333</b>	2024
<a href="#">Resident Services Incorporated</a>	MD	\$44,125	Director/ceo	\$61,394	<b>\$66,471</b>	2024
<a href="#">Leslie Haven Inc</a>	OH	\$44,176	Executive Director	\$41,692	<b>\$51,139</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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>174</b> organizations. Compensation range \$11–\$282,333; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$41,968); for reference, expenses \$2,920 and assets \$6,150,980. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>

ROLE MATCH	Douglas Cope, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	146 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	8 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	66 <sup>th</sup>

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 (Douglas Cope) 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 174 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,252 is reasonable (approximately the 7<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.