

# Snhs Raymond Elderly Housing Inc

Executive Director / CEO

EIN 020489463

NH · NTEE L22

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **James Chaisson, Executive Director / CEO** (\$53,564) against **every comparable organization** that fit the selection criteria — **208** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** James Chaisson — reported title “TREASURER”, 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 (L22).
BUDGET	Total revenue between \$181,652 and \$406,684 — 0.67x to 1.50x the subject's \$271,123 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

**208** organizations qualified on sector, size, and geography → **208** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,022	\$21,443	\$41,278	\$65,397	\$93,324	\$53,564
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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 NH 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="#">The Army Retirement Residence Foundation</a>	VA	\$271,300	Executive Director	\$114,167	<b>\$122,541</b>	2024
<a href="#">Chippewa Lutheran Housing Corp</a>	PA	\$270,824	Chief Executive Officer	\$39,302	<b>\$44,856</b>	2023
<a href="#">Appleway Court 202</a>	WA	\$270,668	Ceo (Through	\$114,999	<b>\$114,455</b>	2024
<a href="#">Summerside Woods Inc</a>	OH	\$273,334	Chief Executive Officer	\$7,729	<b>\$9,369</b>	2023
<a href="#">Indian Rock Supportive Housing Inc</a>	MA	\$268,885	President	\$37,386	<b>\$36,384</b>	2025
<a href="#">Bella Vida Forefront Living</a>	TX	\$273,417	Chief Executive Officer	\$59,739	<b>\$66,430</b>	2024
<a href="#">Dunn Family Senior Citizens Home Inc</a>	MI	\$268,279	Assistant Secretary	\$69,471	<b>\$77,657</b>	2025
<a href="#">Bozeman Senior Housing Inc</a>	MN	\$268,145	President/tr	\$68,006	<b>\$72,775</b>	2025
<a href="#">Independent Living Horizons Nine Inc</a>	GA	\$265,847	President/ceo	\$21,151	<b>\$24,340</b>	2023
<a href="#">Stevens Senior Housing Of Ludlow Inc</a>	MA	\$276,929	Assistant Clerk	\$13,641	<b>\$13,627</b>	2024
<a href="#">Casa Del Pueblo Ii</a>	AZ	\$264,158	President	\$12,660	<b>\$13,535</b>	2024
<a href="#">Network Housing '96 Inc</a>	OH	\$278,359	Ceo (Exited 3.24.25)	\$30,598	<b>\$36,027</b>	2024
<a href="#">Columbian Retirement Home Inc</a>	CA	\$263,370	President/treasurer	\$8,000	<b>\$7,906</b>	2023
<a href="#">Cross Lanes Unity Apartments Inc</a>	WV	\$279,009	President	\$53,483	<b>\$64,374</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Spring Meadows li Senior Non-profit Housing</a>	MI	\$279,312	Administrator	\$30,745	<b>\$35,277</b>	2024
<a href="#">Janua Coeli Inc</a>	FL	\$262,251	Vice President	\$30,960	<b>\$32,332</b>	2024
<a href="#">Sparta Retirement Community Inc</a>	MI	\$280,087	President & Ceo	\$31,878	<b>\$37,658</b>	2023
<a href="#">Bay Aging Apartments Colonial Beach Inc</a>	VA	\$280,508	President	\$17,050	<b>\$18,300</b>	2024
<a href="#">Laurelwood Senior Housing Corporation</a>	TN	\$260,994	Director/president Of Hutsonwood	\$15,704	<b>\$18,351</b>	2024
<a href="#">Meadow Road Housing Corporation Inc</a>	NH	\$260,531	President	\$24,428	<b>\$25,074</b>	2024
<a href="#">Goodwin House Development Corporation</a>	VA	\$281,848	Ghi Ceo	\$51,381	<b>\$55,149</b>	2024
<a href="#">Heritage Place Phase Iii</a>	ID	\$259,454	Executive Dir.	\$21,242	<b>\$25,120</b>	2024
<a href="#">Richard Lieb Senior Apartments Inc</a>	CA	\$283,023	Former Exec Dir	\$15,870	<b>\$15,684</b>	2023
<a href="#">Ucc Xvii Inc</a>	OH	\$258,578	Treasurer	\$50,772	<b>\$59,779</b>	2024
<a href="#">Shelby County Senior Citizens Corp</a>	TX	\$257,195	Secretary/tr	\$32,160	<b>\$35,762</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH cost of living and 2025 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 NH 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 **208** organizations. Compensation range \$317–\$532,496; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$271,123); for reference, expenses \$309,740 and assets \$1,000,847.
ROLE MATCH	James Chaisson, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	173 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	70 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</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 (James Chaisson) 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 208 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,564 is reasonable (approximately the 63<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.