

Center South Housing Development

Executive Director / CEO

EIN 020677705

PA · NTEE F33

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Patrick Snoke, Executive Director / CEO** (\$13,787) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

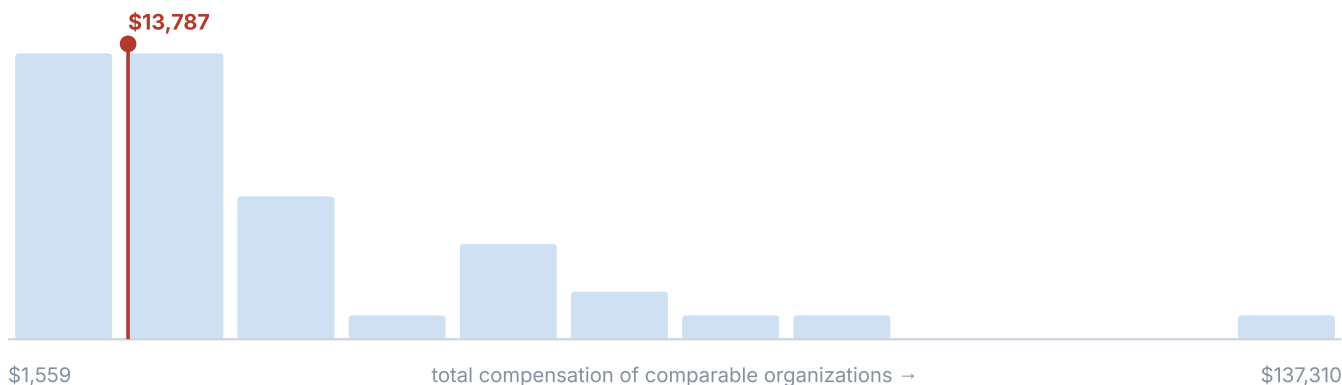
Benchmarked executive: Patrick Snoke — reported title “DIRECTOR OF CONSTRUCTION”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F33).
BUDGET	Total revenue between \$32,371 and \$72,472 — 0.67x to 1.50x the subject's \$48,315 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,115	\$11,158	\$19,055	\$34,767	\$60,500	\$13,787
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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 PA 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
Whistleblowers Of America	FL	\$47,484	Vice President	\$22,126	\$20,245	2024
Country Valley Industries Inc	NY	\$46,243	Chief Executive Officer	\$35,005	\$30,809	2024
Helping Our Mentally Ill Experience	CA	\$51,272	President & Ceo	\$67,023	\$56,370	2024
Resilience Across Borders Inc	MD	\$44,588	Executive Director	\$15,608	\$14,633	2023
Shdc No 7 Inc	HI	\$52,204	Exec Dir/asst. Secretary	\$12,721	\$11,421	2023
Bloom In The Dark Inc	TN	\$43,599	President Chairman	\$18,125	\$19,105	2023
Lighthouse For New Hope	TX	\$53,527	Development Director	\$15,600	\$15,648	2023
Ground For Growth Inc	GA	\$41,154	President	\$5,000	\$4,897	2024
The Openminds Foundation	CA	\$40,330	Executive Director	\$1,800	\$1,559	2023
Sundown M Foundation	WA	\$39,356	Executive Director	\$28,878	\$25,182	2024
Reclaiming Victory Ministries Inc	OR	\$57,764	President	\$11,135	\$10,369	2023
2nd Chance Ministries Community Developm	NY	\$58,009	Board Member	\$9,050	\$8,201	2023
C3 Pastoral Ministries Inc	OK	\$38,321	Ceo	\$24,000	\$26,501	2023
Still Wind Ministries Inc	SC	\$38,207	Executive Director	\$14,830	\$15,070	2024
Caring Residential Services Iij Inc	NJ	\$58,960	Pres And Exec Director Ope	\$157,895	\$137,310	2024
National Drug & Safety League	MI	\$59,272	President/di	\$7,156	\$7,195	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Project Live Xiii Inc	NJ	\$59,819	Executive Director	\$11,844	\$10,300	2024
Phoenix Houses Of New York Inc	NY	\$36,699	President & Ceo	\$67,941	\$59,798	2024
Vesta Arundel Inc	MD	\$60,462	President	\$21,417	\$19,503	2024
Mosaic Illinois Housing Of Rockford I	NE	\$60,646	President	\$15,891	\$16,647	2024
Nami Mahoning Valley	OH	\$61,216	Director	\$13,100	\$13,913	2023
My Own Home	MI	\$61,510	Executive Director	\$5,228	\$5,256	2024
Concha Ortiz Y Pino De Kleven Corporation	NM	\$61,819	Executive Director	\$27,258	\$28,555	2024
Cfc Loud N Clear Foundation Inc	NJ	\$62,319	Executive Director	\$81,539	\$73,003	2023
Virginia Crisis Intervention Team Coalition	VA	\$34,160	President	\$12,000	\$11,619	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 40 organizations. Compensation range \$1,559–\$137,310; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$48,315); for reference, expenses \$154,161 and assets \$2,081,634. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Patrick Snoke, reported title "*DIRECTOR OF CONSTRUCTION*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	30 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	60 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 (Patrick Snoke) 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 40 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,787 is reasonable (approximately the 30th 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.