

Shalom li Housing Inc

Executive Director / CEO

EIN 050477790

RI · NTEE E91Z

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Renee St John, Executive Director / CEO** (\$9,867) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

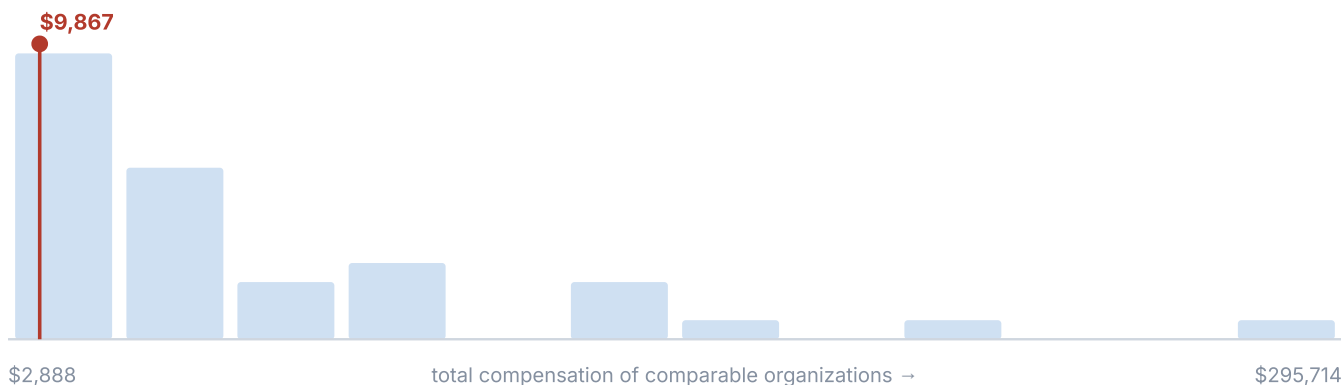
Benchmarked executive: Renee St John — reported title "CFO", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E91Z).
BUDGET	Total revenue between \$325,254 and \$728,182 — 0.67x to 1.50x the subject's \$485,455 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E91), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,077	\$18,479	\$36,412	\$77,736	\$141,588	\$9,867
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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 RI 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
Carriage House At Acushnet Heights Inc	MA	\$493,921	Treasurer/ Director	\$45,315	\$41,249	2024
Gunnison Home Association Inc	CO	\$450,914	Secretary	\$7,200	\$7,200	2023
The Presbyterian Home At 58th	PA	\$526,224	President/Chief Executive Officer	\$292,739	\$295,714	2024
Niagara Falls Memorial Medical Center	NY	\$526,322	President & Ceo	\$47,847	\$43,796	2024
Arlington Retirement Housing	VA	\$443,495	Executive Director	\$168,520	\$164,823	2024
Finch Hollow Senior Residences Inc	KS	\$530,510	President	\$2,639	\$2,888	2024
Rose Hill House Inc	MO	\$530,720	President/ceo	\$34,294	\$37,880	2023
Syracuse Home Association Foundation	NY	\$431,610	Director Of Philanthropy	\$3,507	\$3,210	2024
Bassett Creek Senior Housing	MN	\$422,614	Executive Vice President Of Commonbond	\$18,918	\$19,495	2023
Northern Dutchess Residential Healthcare Fac	NY	\$548,965	President Ndh & Svp Clinical Services	\$39,779	\$36,412	2024
Mission Health Care Inc	TX	\$550,523	Executive Di	\$95,556	\$99,685	2023
Rush Home Care Inc	MS	\$557,972	Ceo - Ochsner Rush Health	\$59,495	\$67,121	2024
Jgs Administrative Services Inc	MA	\$391,528	President	\$234,596	\$213,544	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Field Home Holy Comforter	NY	\$580,540	Ceo/board Director	\$145,978	\$137,567	2023
Angel Ridge Inc	MN	\$580,680	President/ceo	\$18,462	\$18,479	2024
Cns Nursing Home Care Inc	MA	\$384,910	President	\$4,850	\$4,415	2024
Rockville Nursing Home Foundation Inc	MD	\$383,644	Executive Director	\$160,000	\$147,619	2025
Loving Care Personal Care Home Inc	TX	\$598,921	Vice Pres.	\$15,600	\$15,807	2024
Ahhkentucky-iowa Inc	OH	\$365,882	President-mg	\$37,710	\$40,458	2024
Welcome Home Of Chattanooga	TN	\$607,218	Executive Director	\$70,913	\$77,736	2023
Cathedral Pioneer Church Homes No Two	CA	\$356,827	President/ceo	\$68,128	\$59,591	2024
South Cove Nursing Facilities	MA	\$354,568	President & Ceo	\$11,974	\$11,221	2023
The Marian Home Foundation	IA	\$351,235	Administrato	\$19,342	\$21,453	2024
Bartels Lutheran Home Memorial	IA	\$348,079	President/ce	\$25,155	\$27,900	2024
North Gables Senior Housing	MN	\$345,818	Executive Vice President	\$18,918	\$19,495	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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	37 organizations. Compensation range \$2,888–\$295,714; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$485,455); for reference, expenses \$532,687 and assets \$852,120.
ROLE MATCH	Renee St John, reported title "CFO", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	35 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 (Renee St John) 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 37 similarly situated organizations (Same NTEE sector (E91), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$9,867 is reasonable (approximately the 16th 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.