

# Crider Center Choices Inc

Executive Director / CEO

EIN 050549000

MO · NTEE L21

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Peter Lyskowski, Executive Director / CEO** (\$81,956) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Peter Lyskowski — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

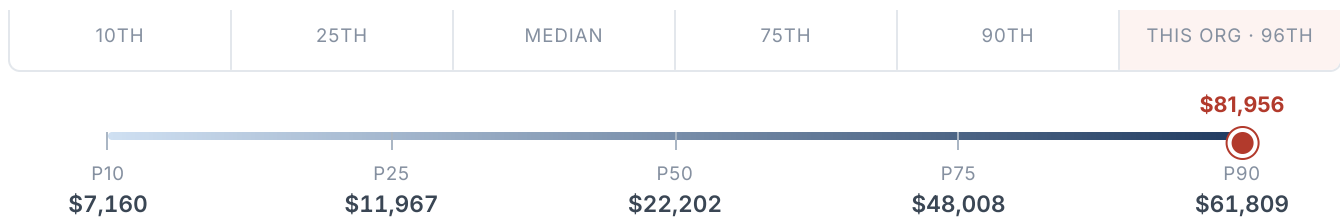
SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$74,455 and \$166,692 — 0.67x to 1.50x the subject's \$111,128 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

**167** organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,160	\$11,967	\$22,202	\$48,008	\$61,809	<b>\$81,956</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 MO 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="#">Ouabache Village Inc</a>	IN	\$111,556	President	\$44,374	<b>\$44,181</b>	2024
<a href="#">Hope Werner Housing Inc</a>	MD	\$110,309	President	\$11,364	<b>\$10,328</b>	2023
<a href="#">Interfaith Development</a>	CA	\$112,824	President	\$12,848	<b>\$10,475</b>	2024
<a href="#">Lillian Holliday Residence Corporation</a>	PA	\$113,416	President/ceo	\$55,952	<b>\$54,237</b>	2023
<a href="#">Csp Kehillah Housing</a>	OR	\$113,564	Ceo	\$29,228	<b>\$26,384</b>	2023
<a href="#">Vesta Charles Inc</a>	MD	\$113,884	President	\$21,417	<b>\$18,905</b>	2024
<a href="#">Yes Housing Of Arizona Inc</a>	NM	\$114,384	President/ceo	\$79,092	<b>\$80,317</b>	2024
<a href="#">Abilities At San Juan Inc</a>	FL	\$107,829	President/ceo	\$38,173	<b>\$34,858</b>	2023
<a href="#">Augusta Affordable Housing Corporation</a>	GA	\$107,537	Secretary-treasurer	\$46,144	<b>\$43,806</b>	2024
<a href="#">Bridge Point Senior Village Inc</a>	OH	\$114,933	Executive Director	\$6,211	<b>\$6,394</b>	2023
<a href="#">Gracemont House Inc</a>	TX	\$107,130	Secretary/treasurer	\$17,946	<b>\$16,512</b>	2025
<a href="#">Bridgewell Lynn Housing Corporation</a>	MA	\$106,456	Ceo	\$21,300	<b>\$18,605</b>	2023
<a href="#">Rose-arc Housing Inc</a>	RI	\$116,367	Chief Executive Officer	\$223,152	<b>\$196,818</b>	2025
<a href="#">Guide Nashville Homes Inc</a>	MD	\$105,857	President	\$20,272	<b>\$18,423</b>	2023
<a href="#">Valley Housing Fund</a>	CO	\$105,102	Executive Di	\$88,123	<b>\$79,780</b>	2024
<a href="#">Little Rock Supportive Housing Inc</a>	MN	\$117,216	President/tr	\$68,006	<b>\$61,809</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Thomaston Meadows Inc</a>	OH	\$117,348	President	\$87,539	<b>\$87,539</b>	2024
<a href="#">Urban League Of Rochester Economic</a>	NY	\$117,495	President/ceo	\$36,309	<b>\$30,977</b>	2024
<a href="#">Cardinal's Peak Inc</a>	OH	\$117,591	President	\$9,146	<b>\$9,146</b>	2024
<a href="#">Center Housing Development Fund</a>	NY	\$104,492	Pres/ceo/tre	\$32,879	<b>\$28,051</b>	2024
<a href="#">Pine Street Inn Housing li Inc</a>	MA	\$117,877	Director	\$31,580	<b>\$26,793</b>	2024
<a href="#">Advent Housing Group Inc</a>	NC	\$104,285	Ceo	\$17,706	<b>\$17,783</b>	2023
<a href="#">Bettye Ruth Kay Community Homes Inc</a>	OH	\$104,192	Executive Director (March - July)	\$6,490	<b>\$6,490</b>	2024
<a href="#">Five Star Development Corporation</a>	AL	\$118,715	President/ceo	\$53,238	<b>\$52,903</b>	2025
<a href="#">Independent Living Services Of</a>	AR	\$119,423	Executive Director	\$11,276	<b>\$11,967</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **167** organizations. Compensation range \$261–\$241,618; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$111,128); for reference, expenses \$198,055 and assets \$980,468. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Peter Lyskowski, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	149 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	4 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	82 <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 (Peter Lyskowski) 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 167 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,956 is reasonable (approximately the 96<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.