

# Easterseals Housing Solutions Inc

Executive Director / CEO

EIN 134305403

MT · NTEE I20

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Mark Sherman, Executive Director / CEO** (\$16,543) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Mark Sherman — reported title “PRESIDENT/CE”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (I20).

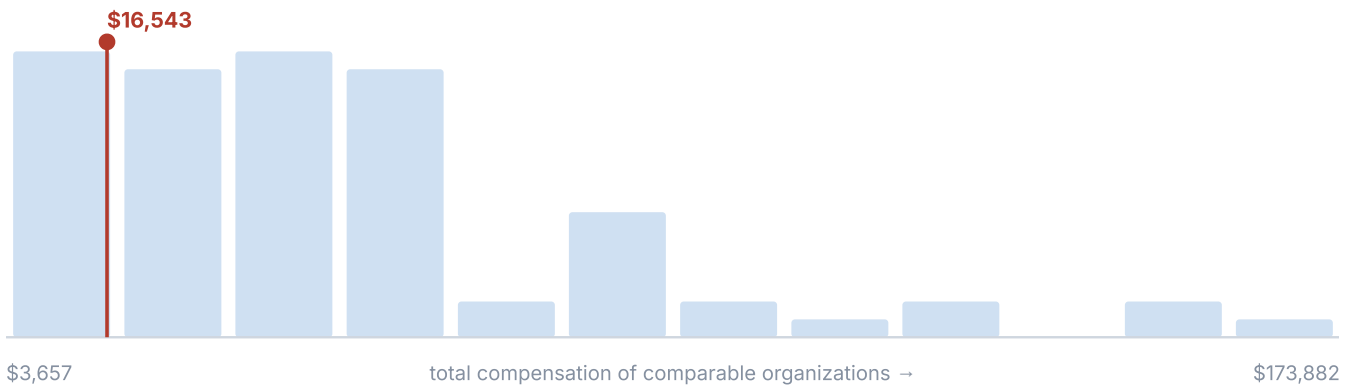
**BUDGET** Total revenue between \$74,426 and \$166,627 — 0.67x to 1.50x the subject's \$111,085 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**79** organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$10,883</b>	<b>\$19,630</b>	<b>\$38,021</b>	<b>\$56,958</b>	<b>\$89,205</b>	<b>\$16,543</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 MT 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="#">Parents Against Child Sex Abuse</a>	IL	\$111,911	Executive Director	\$25,566	<b>\$23,317</b>	2024
<a href="#">Spf-iimc</a>	IL	\$112,649	President/ceo	\$30,975	<b>\$29,085</b>	2023
<a href="#">Nofires Inc</a>	MA	\$113,064	Executive Di	\$54,600	<b>\$45,517</b>	2024
<a href="#">Life After Justice</a>	IL	\$113,155	Executive Director	\$77,184	<b>\$70,394</b>	2024
<a href="#">Clarinda Youth Corporation</a>	IA	\$108,216	President	\$3,600	<b>\$3,657</b>	2024
<a href="#">Court Watch Nola</a>	LA	\$114,762	Executive Director	\$82,901	<b>\$87,187</b>	2023
<a href="#">Nevada Peace Officer Association</a>	NV	\$107,204	President	\$9,600	<b>\$8,927</b>	2024
<a href="#">The Innocent Lives Foundation</a>	PA	\$115,232	Coo	\$115,910	<b>\$104,467</b>	2025
<a href="#">Chains Of Grace Inc</a>	TX	\$115,338	Executive Director	\$56,700	<b>\$54,171</b>	2023
<a href="#">Failsafe-era Inc</a>	VA	\$115,465	President/ceo	\$6,000	<b>\$5,533</b>	2023
<a href="#">Taking Action For Good</a>	TN	\$115,785	Founder & Ceo	\$150,000	<b>\$156,765</b>	2022
<a href="#">Pathways For Change Inc</a>	FL	\$106,135	Executive Director	\$22,237	<b>\$19,379</b>	2024
<a href="#">Apoyo Legal Al Emprendimiento Comunitario Inc</a>	PR	\$106,009	Director	\$32,000	<b>\$32,945</b>	2023
<a href="#">Citizens For Community Justice Inc</a>	IN	\$103,218	Executive Director	\$50,000	<b>\$48,915</b>	2024
<a href="#">Arkansas Policy Foundation</a>	AR	\$118,975	Executive Direc	\$96,056	<b>\$100,165</b>	2024
<a href="#">Morgantown Area Youth Services Project</a>	WV	\$120,319	Exec Director	\$37,765	<b>\$39,053</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Minnesota Freedom Fund Action</a>	MN	\$101,127	Director Programs Operatio	\$12,406	<b>\$11,372</b>	2024
<a href="#">Finequity Inc</a>	NY	\$100,802	Executive Director	\$116,040	<b>\$97,275</b>	2024
<a href="#">Bayberry Courts Inc</a>	RI	\$100,704	President	\$52,490	<b>\$48,071</b>	2023
<a href="#">Alliance For Higher Education</a>	CO	\$122,429	Executive Di	\$22,349	<b>\$19,880</b>	2024
<a href="#">The National Foundation To End</a>	CO	\$122,441	Ceo	\$138,598	<b>\$123,289</b>	2024
<a href="#">Clause 40 Foundation</a>	DC	\$99,688	President/ceo	\$5,250	<b>\$4,400</b>	2023
<a href="#">The Foundation In Support Of The</a>	MI	\$99,288	President	\$20,185	<b>\$19,328</b>	2024
<a href="#">Foundation Of The Monroe County Bar</a>	NY	\$97,946	Executive Director - Resigned Dec 2024	\$17,320	<b>\$14,145</b>	2025
<a href="#">Wisconsin Foundation</a>	WI	\$97,733	Executive Di	\$38,489	<b>\$38,392</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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** 79 organizations. Compensation range \$3,657–\$173,882; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$111,085); for reference, expenses \$148,597 and assets \$1,706,627.

**ROLE MATCH** Mark Sherman, reported title "*PRESIDENT/CE*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Mark Sherman) 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 79 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,543 is reasonable (approximately the 18<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.