

Bustleton Housing Development

Executive Director / CEO

EIN 200870429

PA · NTEE P74

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 — **470** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

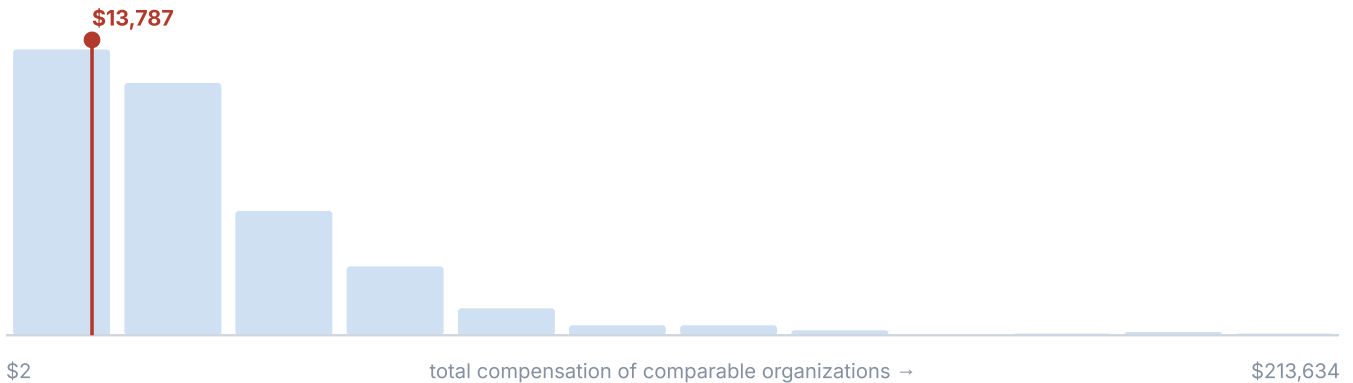
Benchmarked executive: Patrick Snoke — reported title “DIRECTOR OF CONSTRUCTION”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P74).
BUDGET	Total revenue between \$50,597 and \$113,278 — 0.67x to 1.50x the subject's \$75,519 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

470 organizations qualified on sector, size, and geography → **470** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,683	\$12,673	\$24,271	\$41,504	\$62,099	\$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
Translational Testing And Training	GA	\$75,497	Interim Ceo	\$49,325	\$47,061	2025
Wedgefield Home For Kids	SC	\$75,424	Cfo/treasure	\$400	\$407	2024
Hagen Center	MN	\$75,642	President	\$11,600	\$11,164	2024
Freedom Sailing Camp Of Fl Inc	FL	\$75,281	Vice President	\$4,749	\$4,346	2024
Crystal Garden Children's Center Inc	MA	\$75,243	President	\$51,520	\$43,931	2025
1894 Holdings Inc	IN	\$75,833	President	\$13,729	\$14,102	2024
The Molly Ann Tango Memorial Foundation Inc	CT	\$75,863	Secretary	\$2,080	\$1,956	2023
Federation Of Organizations Housing	NY	\$75,155	Cfo	\$49,604	\$44,948	2023
Greater Portland Economic Development	OR	\$75,085	Executive Director	\$36,591	\$34,075	2023
Stewartstown Area Senior Citizens Center Inc	PA	\$75,068	Director	\$34,580	\$33,588	2024
Tampa Bay Economic Prosperity Foundation	FL	\$75,000	President/ceo	\$59,083	\$54,061	2024
Porsesh Policy Research Institute	WA	\$75,000	President	\$18,776	\$16,857	2023
lea Children's Fund	ID	\$76,086	Treasurer	\$54,884	\$56,867	2024
Jenkins Living Center Foundation	SD	\$74,944	President/ceo	\$6,555	\$7,046	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
40 West Assistance & Referral Center Inc	MD	\$74,929	Center Director	\$22,500	\$20,488	2024
West Middlesex Volunteer Fire Department	PA	\$76,112	Secretary/treasurer	\$599	\$599	2023
Harborside Apartments Inc	NJ	\$74,918	President	\$20,324	\$18,196	2023
The Youth And Family Alternatives Inc	FL	\$76,176	Chief Executive Officer	\$18,030	\$16,498	2024
Arc Foundation Of Clinton County Inc	NY	\$76,197	Executive Director	\$19,605	\$17,256	2024
Christian Outreach Training And Research Institute	CA	\$74,798	President/director	\$300	\$252	2024
Muggsy Bogues Family Foundation	NC	\$76,312	Executive Dir.	\$33,200	\$34,400	2023
Four Rivers Fuller Apartments	KY	\$76,318	President	\$56,355	\$60,714	2023
The Jarc Foundation	MI	\$76,451	Ceo	\$31,740	\$31,909	2024
Grace To Glory Discipleship Ministries Inc	SC	\$76,496	Assistant Director	\$37,000	\$38,707	2023
Baltimore Fashion Alliance Ltd	MD	\$76,549	Executive Director - Former	\$42,298	\$39,654	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	470 organizations. Compensation range \$2–\$213,634; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$75,519); for reference, expenses \$161,551 and assets \$812,046. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Patrick Snoke, reported title " <i>DIRECTOR OF CONSTRUCTION</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	165 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	27 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	73 rd

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 470 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$13,787 is reasonable (approximately the 27th 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.