

# Catholic Housing Corporation Of St Clair

Executive Director / CEO

EIN 222467028  
 PA · NTEE L21Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Joseph A Shadid, Executive Director / CEO** (\$30,655) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

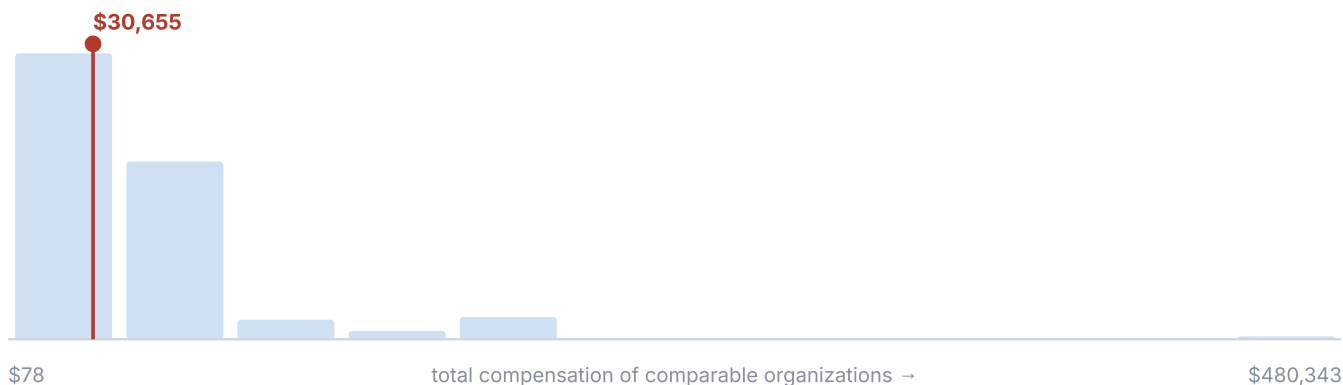
**Benchmarked executive:** Joseph A Shadid — reported title “Chief Executive Officer”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21Z).
BUDGET	Total revenue between \$232,101 and \$519,630 — 0.67x to 1.50x the subject's \$346,420 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

**186** organizations qualified on sector, size, and geography → **186** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,000	\$21,305	\$37,604	\$53,777	\$79,893	\$30,655
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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
<a href="#">Voa Durham Maple Court Inc</a>	MD	\$347,046	Ceo/president Ex-officio	\$83,672	<b>\$78,443</b>	2024
<a href="#">Sartell Senior Housing Inc</a>	MN	\$347,322	President/tr	\$68,006	<b>\$65,647</b>	2025
<a href="#">Livingston Manor Senior Apartments Inc</a>	PA	\$347,525	President	\$30,792	<b>\$30,792</b>	2024
<a href="#">58-60 Manhattan Avenue Housing</a>	NY	\$347,565	Vice President	\$4,935	<b>\$4,357</b>	2025
<a href="#">Bristol Bay Housing Development</a>	AK	\$344,952	Executive Dir.	\$28,730	<b>\$27,544</b>	2024
<a href="#">Community Living Of North Central</a>	KS	\$348,450	Board Member And President	\$18,379	<b>\$20,499</b>	2023
<a href="#">Drachma Housing Inc</a>	CA	\$344,278	Ceo	\$47,732	<b>\$42,552</b>	2023
<a href="#">Vicksburg Voa Elderly Housing Inc</a>	VA	\$349,422	President	\$183,373	<b>\$172,969</b>	2025
<a href="#">The Salvation Army Missoula Residences Inc</a>	CA	\$350,630	President	\$32,694	<b>\$29,146</b>	2023
<a href="#">Snhs Northwood Elderly Housing Inc</a>	NH	\$350,783	Treasurer	\$53,564	<b>\$48,318</b>	2025
<a href="#">Montello Welcome Home Inc</a>	MA	\$351,068	President & Ceo	\$42,027	<b>\$38,989</b>	2023
<a href="#">National Church Residences Of Anderson</a>	OH	\$351,675	President	\$48,755	<b>\$50,447</b>	2025
<a href="#">Quinnipiac Valley Community</a>	CT	\$340,184	Acting President	\$7,376	<b>\$7,140</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Savannah Gardens Senior Residences Inc</a>	CO	\$339,863	President	\$13,716	<b>\$13,188</b>	2024
<a href="#">Mackenzie Place 202</a>	MO	\$353,648	President/ceo	\$41,197	<b>\$43,755</b>	2024
<a href="#">Gold Camp Housing Partners</a>	CO	\$354,204	Executive Director	\$18,751	<b>\$18,030</b>	2024
<a href="#">Vip West 184th Street Hdfc</a>	NY	\$336,879	President/ceo	\$50,896	<b>\$47,481</b>	2023
<a href="#">Intercommunity Housing Ferndale</a>	CO	\$356,132	President/director	\$43,633	<b>\$41,955</b>	2024
<a href="#">Mccreary Apartments Inc</a>	KY	\$356,346	Manager	\$84,915	<b>\$91,483</b>	2024
<a href="#">Central Valley Senior Housing</a>	CA	\$357,980	President	\$43,669	<b>\$38,930</b>	2023
<a href="#">Southern Hills Senior Residences Inc</a>	KS	\$334,841	President	\$2,639	<b>\$2,859</b>	2024
<a href="#">Mend I Inc</a>	NJ	\$334,687	President/ceo	\$18,012	<b>\$16,126</b>	2024
<a href="#">Hsc No 6 Housing Development Fu</a>	NY	\$334,685	Accountant	\$4,800	<b>\$4,349</b>	2024
<a href="#">United Church Residences Of Olean</a>	OH	\$358,535	Treasurer	\$34,230	<b>\$37,429</b>	2023
<a href="#">Vanmew Housing Development</a>	NY	\$334,251	Executive Di	\$7,598	<b>\$6,885</b>	2024

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

## ● Sample, role match & sensitivity

PEER COUNT	186 organizations. Compensation range \$78–\$480,343; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$346,420); for reference, expenses \$326,589 and assets \$398,230.
ROLE MATCH	Joseph A Shadid, reported title " <i>Chief Executive Officer</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	154 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	42 <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 (Joseph A Shadid) 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 186 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,655 is reasonable (approximately the 40<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.