

Snhs Elderly Housing Inc

Executive Director / CEO

EIN 222473897
 NH · NTEE L22
 FY ending 2025-07-31
 June 9, 2026

This analysis benchmarks the total compensation of **James Chaisson, Executive Director / CEO** (\$53,564) against **every comparable organization** that fit the selection criteria — **248** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

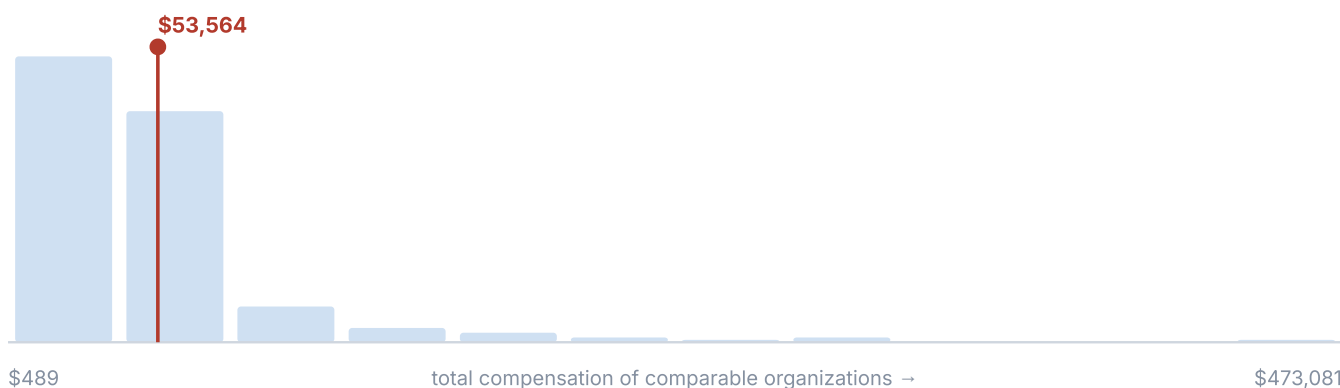
Benchmarked executive: James Chaisson — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L22).
BUDGET	Total revenue between \$222,100 and \$497,239 — 0.67x to 1.50x the subject's \$331,493 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

248 organizations qualified on sector, size, and geography → **248** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$11,016	\$21,443	\$41,493	\$65,397	\$90,727	\$53,564
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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 NH 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
Ridge Oak Iii Inc	NJ	\$331,830	Executive Director	\$61,663	\$59,625	2025
Lutheran Housing Services 18 Inc	OH	\$332,392	President/ce	\$62,368	\$75,602	2023
Plymouth Place Inc	CA	\$329,741	President/ceo	\$68,128	\$65,397	2024
Five Graham Street	ME	\$328,973	President	\$45,000	\$51,571	2023
Ucc Xx Inc	OH	\$328,589	Treasurer	\$50,772	\$59,779	2024
Community For Affordable Senior	MN	\$335,417	Evp Of Commonbond Housing	\$18,918	\$21,394	2023
Prairie Grove Apartments Inc	CA	\$327,526	President/ceo	\$68,128	\$65,397	2024
Lutheran Social Services Of Central Ohio	OH	\$327,519	President & Ceo	\$9,088	\$11,016	2023
Bay Aging Apartments Kilmarnock Inc	VA	\$326,843	President	\$267,673	\$279,900	2025
Snhs Pittsburg Elderly Housing Inc	NH	\$326,753	Treasurer	\$53,564	\$53,564	2025
Sylvan Retreat Apartments Inc	PA	\$326,618	Hdc Representative Directo	\$11,483	\$12,730	2024
Peninsula Housing Development Inc Xviii	FL	\$336,692	Director	\$25,136	\$26,250	2024
Afton Manor Inc	IA	\$339,377	Manager	\$13,360	\$16,742	2023
Page Homestead Senior Housing Inc	NH	\$323,412	President	\$24,428	\$25,074	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Buffalo Mercy Housing Development Fund	NY	\$339,655	Board Member/board President	\$25,080	\$25,937	2023
Lutheran Social Services Of Central Ohio	OH	\$340,026	President & Ceo	\$9,088	\$11,016	2023
Jawonio Residential Opportunities Iii Inc	NY	\$322,555	Chief Executive Officer	\$72,553	\$72,881	2024
Mmiii Inc	FL	\$322,106	Vice Preside	\$75,384	\$78,725	2024
Good Samaritan Senior Housing	NY	\$321,830	Ceo	\$57,200	\$57,458	2024
Booth Manor Two Inc	WI	\$321,276	President	\$9,613	\$11,160	2024
Fellowship Fund For The Aged Housing Co	NY	\$321,011	President/ceo/director	\$103,218	\$103,684	2024
Ridge Oak Management Inc	NJ	\$342,077	Executive Director	\$255,355	\$246,914	2025
Station Creek Retirement Community Inc	MI	\$320,896	President & Ceo	\$31,878	\$37,658	2023
Pacific Housing Oahu Corporation	HI	\$319,463	Executive Director/asst Se	\$12,712	\$12,652	2024
Backbone Housing Inc	MD	\$318,778	Secretary	\$69,648	\$74,522	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH cost of living and 2025 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 NH 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 **248** organizations. Compensation range \$489–\$473,081; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$331,493); for reference, expenses \$340,674 and assets \$914,474.
ROLE MATCH	James Chaisson, reported title " <i>TREASURER</i> ", 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	196 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	60 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	44 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 (James Chaisson) 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 248 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,564 is reasonable (approximately the 60th 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.