

Keystone Housing Development Corporation

Executive Director / CEO

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

Compensation sits at approximately the **32nd** 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 (L21).
BUDGET	Total revenue between \$44,498 and \$99,624 — 0.67x to 1.50x the subject's \$66,416 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,754	\$10,447	\$20,139	\$33,906	\$43,010	\$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
Dd Housing Incorporated	CO	\$66,231	Chief Executive Officer	\$21,640	\$20,211	2024
Shirley Bridge Bungalows	WA	\$66,720	President And Ceo	\$24,943	\$21,751	2024
Nyc Partnership Housing Development	NY	\$66,900	President & Ceo	\$41,265	\$36,319	2024
Wellspring Bridge Apartments	KY	\$66,927	Chief Executive Officer	\$13,611	\$14,244	2024
Passavant Memorial Homes Vii	PA	\$67,562	Ceo & President	\$36,502	\$35,455	2024
Creative Housing Inc Xiii	OH	\$64,862	President	\$9,011	\$9,295	2024
Marsh Island Corporation	ME	\$67,997	Secretary/treasurer	\$35,552	\$33,781	2025
Home Together Community Housing	MA	\$68,062	Cfo Of Action Inc	\$9,145	\$8,005	2024
Homes Of Care Ii Inc	MA	\$68,704	President & Ceo/director	\$24,869	\$21,767	2024
Mosaic Housing Corp Xii	NE	\$68,885	President	\$26,896	\$28,176	2024
Greater Newark Housing Partnership Inc	NJ	\$63,655	President & Ceo	\$40,688	\$36,429	2023
Westhampton Senior Housing Inc	MA	\$69,323	Executive Director	\$7,138	\$6,696	2022
Westland Community Housing Corporation	MA	\$69,627	President (As Of 8/22/22)	\$2,702	\$2,435	2023
Community Services Fourth Housing	NY	\$69,663	Director	\$30,342	\$26,705	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maxcen Housing Society Inc Kentucky Branch	KY	\$69,790	Ceo	\$5,188	\$5,429	2024
Forty West Street Corporation	MA	\$63,027	Chief Executive Officer	\$24,075	\$21,694	2023
Shalom Apartments Of Federation	PA	\$69,837	Executive Director	\$23,138	\$22,474	2024
Evesham Section 811 Housing Corporation	PA	\$62,882	President & Ceo	\$25,525	\$25,525	2023
Alternatives Homes 2004 Inc	NJ	\$70,125	Chairperson, Trustee	\$22,000	\$19,132	2024
Dante House Inc	CA	\$61,860	Co-exec Directr	\$20,468	\$17,215	2024
Community Services Second Housing	NY	\$71,077	Director	\$30,342	\$26,705	2024
Jfm No 5 Corp	ME	\$61,554	Ceo	\$14,253	\$13,543	2025
Glenmore Housing Inc	MD	\$71,530	Executive Director	\$4,329	\$4,058	2023
Thomas Housing Development Corporation	MD	\$71,681	President	\$36,154	\$32,922	2024
Abcap Housing M Inc	OH	\$71,704	Executive Director	\$41,692	\$43,010	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 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 **114** organizations. Compensation range \$2,099–\$158,214; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$66,416); for reference, expenses \$122,332 and assets \$501,966. 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	105 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	32 nd
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	29 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 (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 114 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,787 is reasonable (approximately the 32nd 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.