

Chesapeake Housing Mission Inc

Executive Director / CEO

EIN 263435626

MD · NTEE L21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lachelle Scarlato, Executive Director / CEO** (\$22,604) against **every comparable organization** that fit the selection criteria — **196** 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

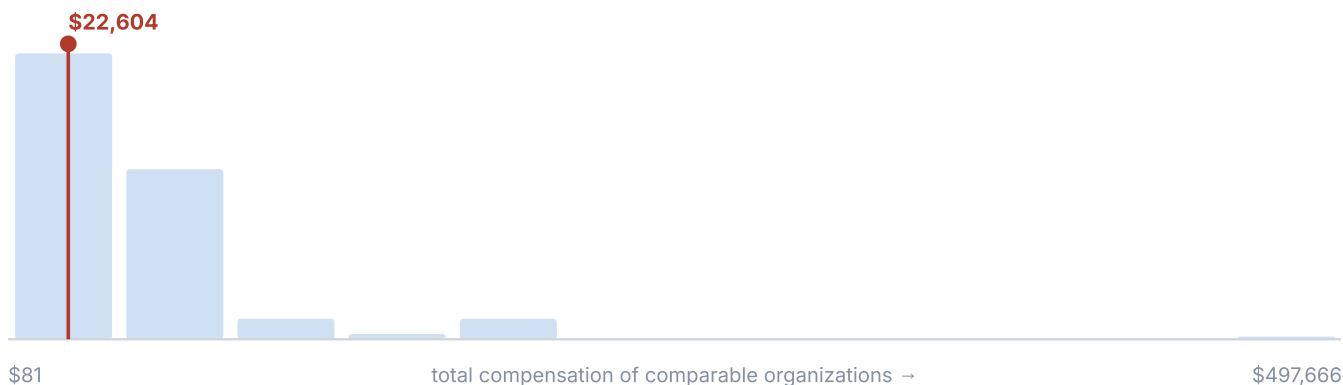
Benchmarked executive: Lachelle Scarlato — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$264,021 and \$591,093 — 0.67x to 1.50x the subject's \$394,062 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

196 organizations qualified on sector, size, and geography → **196** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,312	\$21,996	\$38,779	\$57,852	\$82,103	\$22,604
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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 MD 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
Ph Affordable Housing Fund Inc	NY	\$395,703	President/ceo	\$172,076	\$166,319	2023
J B Housing Group Inc	TX	\$396,176	President	\$105,154	\$112,510	2023
3250 Sacramento Housing Inc	CA	\$396,450	Ceo	\$47,732	\$44,086	2023
West Central Mo Prairie Estates Inc	MO	\$397,065	Chief Executive Officer	\$24,797	\$26,583	2025
Lutheran Social Services Of Central Ohio	OH	\$387,972	President & Ceo	\$9,088	\$10,296	2023
Ucc Ix Inc	OH	\$402,296	Treasurer	\$34,230	\$38,779	2023
Habitat For Humanity Dean Street Housing	NY	\$402,485	Treasurer Until June 2023	\$32,660	\$31,567	2023
Maximum Accessible Housing - Avon	OH	\$382,874	President	\$24,629	\$27,101	2024
Regency Apartments Rhf Housing Inc	CA	\$380,268	President/ceo	\$76,739	\$68,844	2024
National Church Residences	OH	\$380,113	President	\$48,755	\$52,267	2025
Decro Epsilon Corporation	CA	\$379,614	Chief Executive Officer	\$6,300	\$5,819	2023
New Hull Street Housing Development Fund	NY	\$379,115	President	\$38,386	\$37,102	2023
Newbury Elderly Housing Inc	NH	\$378,555	President	\$27,947	\$26,810	2024
Lane Manor Rhf Housing Inc	CA	\$411,152	President/ceo	\$68,128	\$61,119	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gregene Housing Development	NY	\$376,891	Executive Di	\$7,170	\$6,930	2023
Pagedale Rhf Housing Inc	CA	\$412,108	President/ceo	\$76,739	\$67,070	2025
Saxonburg Presbyterian Senior Housing I	PA	\$376,015	Director And President	\$37,604	\$38,960	2024
Oswego Housing Development Council Inc	NY	\$375,888	Excutive Director	\$50,000	\$48,327	2023
United Church Residences Of Winder Georgia Inc	OH	\$374,657	Treasurer	\$50,772	\$55,869	2024
A Caring Plus Inc	MO	\$413,487	Executive Director	\$34,931	\$39,573	2023
Uc Independent Inc	CA	\$374,336	President	\$43,669	\$40,334	2023
Harry S Truman Community	MO	\$373,077	Executive Di	\$76,761	\$82,290	2025
Home Trust Of Skagit	WA	\$372,472	Executive Dir.	\$70,000	\$65,112	2024
Asi Homes Inc	MN	\$370,749	President/tr	\$65,715	\$69,455	2023
45th Avenue Housing Company	NY	\$368,486	President/ceo/director	\$103,218	\$96,903	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **196** organizations. Compensation range \$81–\$497,666; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$394,062); for reference, expenses \$373,069 and assets \$120,405.
ROLE MATCH	Lachelle Scarlato, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	157 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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)	28 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	3 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 (Lachelle Scarlato) 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 196 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,604 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.