

Burrell Housing Springfield

Executive Director / CEO

EIN 270592500
 MO · NTEE L20
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Michael Schwend, Executive Director / CEO** (\$270,117) against **every comparable organization** that fit the selection criteria — **179** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Michael Schwend — reported title “PRESIDENT AND CEO - PFH”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$61,372 and \$137,400 — 0.67x to 1.50x the subject's \$91,600 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

179 organizations qualified on sector, size, and geography → **179** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,292	\$13,999	\$24,134	\$38,667	\$62,825	\$270,117
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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 MO 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
Tg_105 Inc	TX	\$92,614	Executive Director	\$20,876	\$19,716	2023
Lss Housing Home Sweet Home Inc	WI	\$92,941	President	\$38,239	\$37,705	2023
Advent Community Development	TN	\$93,324	Executive Director	\$4,062	\$3,915	2024
Dilley Community Assistance Corp	TX	\$93,621	Secretary	\$25,847	\$25,412	2022
Tg_106 Inc	TX	\$89,247	Executive Director	\$29,794	\$27,331	2024
White Plains Housing Development	NY	\$94,046	Executive Dir.	\$12,106	\$10,032	2024
Valley Of The Sun School Properties Four	AZ	\$94,269	Board Member	\$18,515	\$16,330	2024
Twin Rivers Community Corporation	NH	\$94,322	President	\$29,793	\$24,578	2025
35 Catherine Street Inc	MA	\$88,841	President & Ceo	\$29,151	\$24,733	2023
High Street Homes Inc	MD	\$88,555	Director Of Finance (Beginning 8/22)	\$6,036	\$5,328	2023
Burke Place Apartments	WA	\$94,730	Executive Director	\$910	\$747	2024
Community Partnership Development	NY	\$94,843	President & Ceo	\$40,688	\$34,713	2023
Episcopal Community Housing Development	NY	\$95,006	President & Ceo	\$24,624	\$20,406	2024
Wellspring Tonini Apartments Inc	KY	\$95,184	Chief Executive Officer	\$13,611	\$13,411	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Share Viii Inc	NY	\$95,316	Executive Director	\$70,564	\$60,202	2023
Habitat For Humanity Housing Development	NY	\$87,385	Treasurer Until June 2023	\$32,660	\$27,864	2023
Crow River Habitat For Humanity Inc	MN	\$87,128	Executive Di	\$43,000	\$40,116	2023
Community Residence For The Handicapped	NY	\$87,120	Ceo (Thru 6/24)	\$110,029	\$91,179	2024
Innovations Housing Inc	CA	\$96,162	Ceo	\$94,492	\$77,037	2023
Humangood East	PA	\$96,182	President/chief Executive Officer	\$292,739	\$267,717	2024
Ideal Apartments Housing	MO	\$86,983	Executive Di	\$2,034	\$1,976	2024
Lulac West Park Apartments	TX	\$96,697	Director	\$14,000	\$12,843	2024
Habitat For Humanity Of Ellis County Inc	KS	\$96,975	Executive Director	\$18,600	\$18,427	2024
Mosaic Housing Corp Xv - Council Bluffs	NE	\$96,980	President	\$26,896	\$26,529	2024
The Seeds Of Hope Housing Inc	MA	\$97,618	Executive Director	\$33,878	\$28,743	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 **179** organizations. Compensation range \$747–\$267,717; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$91,600); for reference, expenses \$144,566 and assets \$1,276,031. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael Schwend, reported title " <i>PRESIDENT AND CEO - PFH</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	148 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	100 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Michael Schwend) 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 179 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$270,117 is reasonable (approximately the 100th 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.