

# Cohabitat Foundation Inc

Executive Director / CEO

EIN 271566437  
 LA · NTEE S43  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jessica Schiele, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

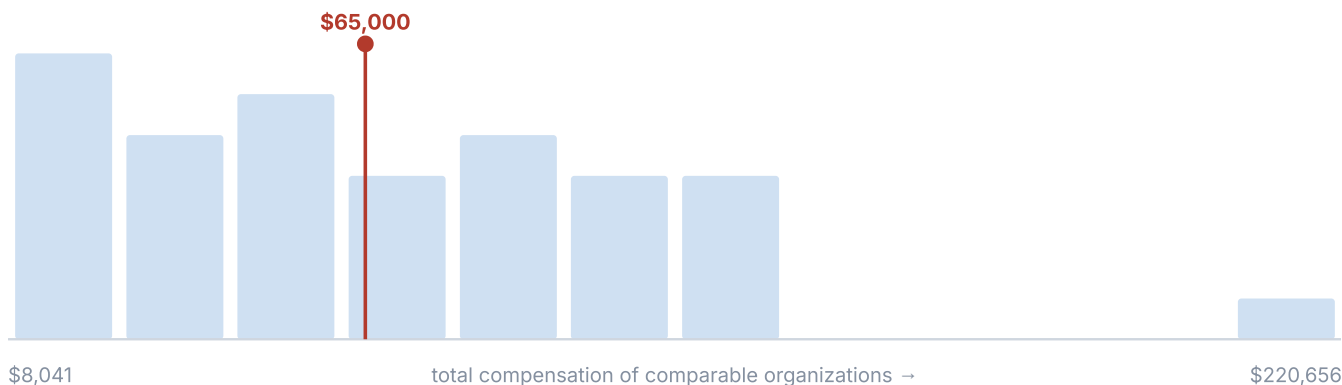
**Benchmarked executive:** Jessica Schiele — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S43).
BUDGET	Total revenue between \$203,972 and \$456,654 — 0.67x to 1.50x the subject's \$304,436 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

**36** organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,979	\$29,284	\$59,910	\$95,319	\$118,400	\$65,000
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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 LA 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="#">Commonwise Education Inc</a>	NY	\$314,772	Executive Dir.	\$30,769	<b>\$24,525</b>	2024
<a href="#">Niche Inc</a>	IN	\$322,461	Executive Director	\$120,000	<b>\$108,750</b>	2025
<a href="#">Enterprise Development Corporation</a>	MO	\$285,548	Executive Dir.	\$100,680	<b>\$94,064</b>	2024
<a href="#">Vida Mejor Capital Inc</a>	NM	\$279,345	President	\$55,000	<b>\$52,181</b>	2024
<a href="#">Launch Inc</a>	NC	\$278,208	Executive Di	\$111,779	<b>\$99,254</b>	2025
<a href="#">Tolani Lake Enterprises Inc</a>	AZ	\$345,199	Executive Director	\$53,820	<b>\$45,657</b>	2024
<a href="#">Family Business Network Usa</a>	FL	\$261,078	Executive Director	\$66,000	<b>\$54,691</b>	2024
<a href="#">Women Of Color Entrepreneurs Inc</a>	MA	\$260,431	President	\$71,500	<b>\$58,350</b>	2023
<a href="#">Danville Boyle County Development</a>	KY	\$349,771	Director	\$29,583	<b>\$28,864</b>	2023
<a href="#">Causa Local Corporation</a>	PR	\$256,853	Executive Di	\$129,523	<b>\$125,807</b>	2024
<a href="#">Shes Well Networked Inc</a>	MD	\$255,004	President	\$35,680	<b>\$29,424</b>	2024
<a href="#">National Latina Business Women</a>	CA	\$253,923	Exec Director	\$76,601	<b>\$58,346</b>	2024
<a href="#">Rise Now Inc</a>	NY	\$252,416	President	\$21,938	<b>\$17,487</b>	2024
<a href="#">Rockford Area Strategic Initiatives</a>	IL	\$358,096	Director	\$13,565	<b>\$11,764</b>	2024
<a href="#">Startupaz Foundation</a>	AZ	\$359,966	President Executive Dir Thru 01/2024	\$136,843	<b>\$116,089</b>	2024
<a href="#">Nonprofit Solutions</a>	CA	\$361,828	Executive Director	\$89,238	<b>\$69,980</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Womens Venture Fund Inc</a>	NY	\$366,243	President & Ceo	\$159,200	<b>\$126,897</b>	2024
<a href="#">Growco Columbia Inc</a>	SC	\$367,881	Executive Director	\$101,778	<b>\$93,661</b>	2024
<a href="#">Iowa Center Loan Fund</a>	IA	\$369,185	President	\$9,756	<b>\$9,180</b>	2025
<a href="#">The Warehouse Business Accelerator</a>	CO	\$370,791	Executive Dir.	\$80,032	<b>\$69,693</b>	2023
<a href="#">Owatonna Business Incubator Inc</a>	MN	\$235,748	Executive Di	\$33,333	<b>\$29,912</b>	2023
<a href="#">Black Wall Street Business Center</a>	OK	\$379,211	President & Ceo	\$19,500	<b>\$18,941</b>	2024
<a href="#">Madison Village For Advanced</a>	GA	\$380,784	Executive Dir.	\$29,167	<b>\$25,869</b>	2024
<a href="#">Adventist Health Policy Association</a>	FL	\$381,710	President	\$16,962	<b>\$14,471</b>	2023
<a href="#">The Biotechnology Incubator At Nymc Inc</a>	NY	\$389,283	President, Ceo & Trustee	\$268,885	<b>\$220,656</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	36 organizations. Compensation range \$8,041–\$220,656; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$304,436); for reference, expenses \$318,522 and assets \$261,808.
ROLE MATCH	Jessica Schiele, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	53 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	44 <sup>th</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 (Jessica Schiele) 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 36 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 53<sup>rd</sup> 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.