

Riverview Apartments Senior Housing

Executive Director / CEO

EIN 273561771

MN · NTEE L22

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Adams, Executive Director / CEO** (\$23,297) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

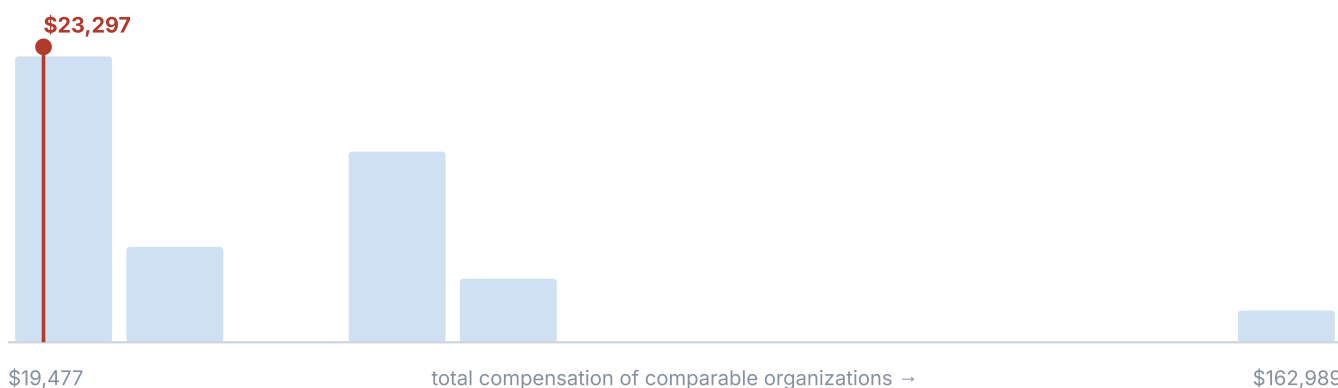
Benchmarked executive: Thomas Adams — reported title “EXECUTIVE VP OF COMMONBOND”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L22).
BUDGET	Total revenue between \$245,171 and \$548,892 — 0.67x to 1.50x the subject's \$365,928 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22) + MN + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,477	\$23,414	\$41,871	\$66,253	\$67,656	\$23,297
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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 MN 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
Centennial Square	MN	\$363,314	Ceo	\$39,249	\$40,408	2023
Shepherd Oaks West Apartments Inc	MN	\$361,165	President/ceo/administrato	\$26,425	\$26,425	2024
Rosewood Court Inc	MN	\$355,963	Ceo Of Bhs	\$158,313	\$162,989	2023
Community For Affordable Senior	MN	\$335,417	Evp Of Commonbond Housing	\$18,918	\$19,477	2023
Shepherd Oak Apartments Inc	MN	\$396,732	President/ceo/administrator	\$26,425	\$26,425	2024
Opportunity Neighborhood	MN	\$415,039	Executive Director	\$74,223	\$74,223	2024
Sholom St Paul Senior Housing Inc	MN	\$422,892	Ceo	\$22,194	\$22,194	2024
Rochester Senior Housing Inc	MN	\$436,349	President/tr	\$65,715	\$65,715	2024
Boulevard Gardens Senior Housing	MN	\$291,169	Eexecutive Vp Commonbond Housing	\$18,918	\$19,477	2023
Independent Living Waipahu Inc	MN	\$288,164	President/tr	\$65,715	\$67,656	2023
New Richmond Senior Housing Inc	MN	\$286,056	President & Ceo	\$41,871	\$41,871	2024
Bozeman Senior Housing Inc	MN	\$268,145	President/tr	\$68,006	\$66,253	2025
Benet Place South	MN	\$464,119	President And Ceo	\$41,871	\$41,871	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hudson Senior Housing Inc	MN	\$256,839	President/tr	\$68,006	\$66,253	2025
Garden Terrace Commons Senior Housing	MN	\$255,476	Executive Vice President	\$18,918	\$19,477	2023
Cheyenne Senior Housing Inc	MN	\$250,150	President/tr	\$68,006	\$66,253	2025
Carty Heights	MN	\$491,083	President/ceo	\$23,414	\$23,414	2024
Asi Coronado Inc	MN	\$492,718	President/tr	\$68,006	\$66,253	2025
Helena Elderhousing Inc	MN	\$526,243	President/tr	\$68,006	\$66,253	2025
Midway Pointe	MN	\$533,311	President/ceo	\$23,414	\$23,414	2024
Kings Crossing Apartments	MN	\$545,388	President/ceo	\$23,414	\$23,414	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2024 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 MN 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 21 organizations. Compensation range \$19,477–\$162,989; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$365,928); for reference, expenses \$693,466 and assets \$6,031,749. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Thomas Adams, reported title "EXECUTIVE VP OF COMMONBOND", 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	20 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	14 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 (Thomas Adams) 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 21 similarly situated organizations (Same NTEE sector (L22) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,297 is reasonable (approximately the 19th 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.