

Clackamas Residential Options Inc

Executive Director / CEO

EIN 311697162

OR · NTEE L21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sandra Perez, Executive Director / CEO** (\$17,407) against **every comparable organization** that fit the selection criteria — **208** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

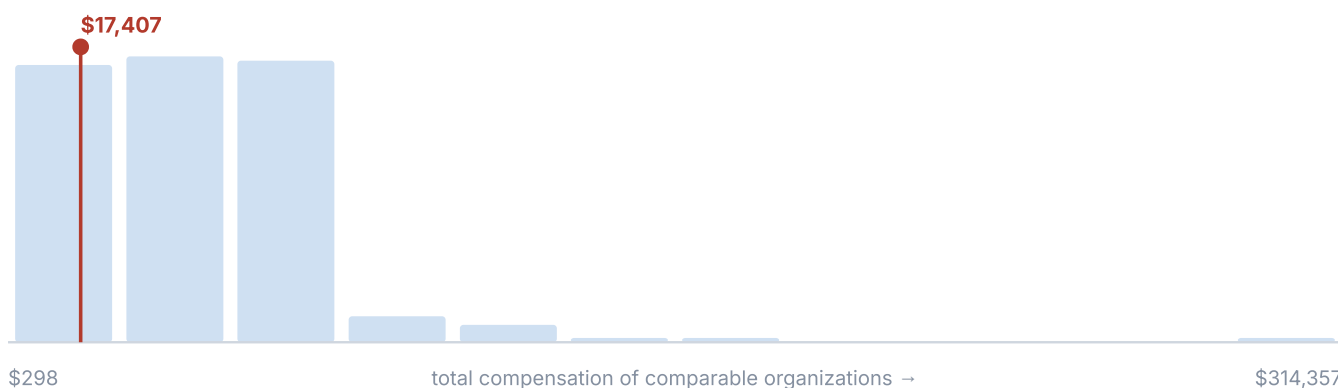
Benchmarked executive: Sandra Perez — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

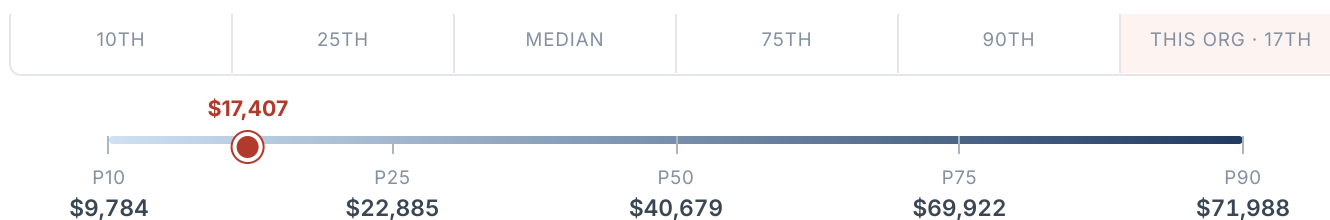
SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$130,020 and \$291,090 — 0.67x to 1.50x the subject's \$194,060 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

208 organizations qualified on sector, size, and geography → **208** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,784	\$22,885	\$40,679	\$69,922	\$71,988	\$17,407
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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 OR 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
Senior Citizens Housing Development	NH	\$194,226	President	\$24,428	\$24,289	2024
San Leandro Supportive Housing Inc	CA	\$194,384	President	\$43,669	\$41,805	2023
Kenn Homes Inc Co The Kennedy Center Inc	CT	\$193,536	President	\$22,886	\$23,789	2023
Asi Freeport Inc	MN	\$194,608	President/tr	\$68,006	\$70,495	2025
Peoria Place	CO	\$194,673	Vice President/director	\$35,478	\$36,633	2024
Bay Aging Apartments Montross Inc	VA	\$193,099	President	\$17,050	\$17,727	2024
Snhs Elderly Housing Ix Inc	NH	\$192,810	Treasurer	\$53,564	\$51,886	2025
Nazareth House Housing Development Fund	NY	\$192,701	Executive Director	\$2,057	\$2,061	2023
Residential Supports & Servicesinc	OH	\$195,978	Chairman	\$325	\$382	2023
Good Shepherd Housing Corporation	OH	\$196,317	Executive Director	\$53,884	\$61,456	2024
Asi Greeley Inc	MN	\$196,463	President/tr	\$68,006	\$70,495	2025
Snhs Elderly Housing Viii Inc	NH	\$191,317	Treasurer	\$53,564	\$51,886	2025
Federation Housing Ii Inc	NY	\$191,054	Cfo	\$50,911	\$49,539	2024
Cedar Street Apartments Inc	CA	\$190,900	Executive Director	\$19,654	\$18,815	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Network Housing 2005 Inc	OH	\$197,326	Ceo (Exited 3.24.25)	\$30,598	\$34,898	2024
Bledsoe Lane Supportive Housing Inc	MN	\$190,659	President/tr	\$68,006	\$70,495	2025
Catholic Housing Corporation Of Lansford	PA	\$197,468	Chief Executive Officer	\$30,655	\$32,919	2024
Usa Housing Inc	AZ	\$190,003	Executive Director/treasurer	\$37,200	\$38,525	2024
Brisbane Senior Housing Inc	CA	\$189,312	Evp/cfo	\$120,262	\$111,824	2024
Independence Hill Inc	CO	\$199,526	President/director	\$43,633	\$45,053	2024
Pendleton Ministries 2 Inc	CO	\$200,000	President/director	\$35,478	\$36,633	2024
Nar Roberts Jr Inc	WV	\$188,016	Vice Preside	\$16,639	\$19,972	2023
Renaissance Court Inc	OR	\$200,240	Executive Director	\$20,653	\$20,653	2024
Armenia-eddy Apartments Inc	FL	\$187,807	Ceo	\$38,719	\$39,168	2024
Lutheran Housing Corporation Prairie Lake Apartments	SD	\$200,659	Secretary/treasurer	\$33,490	\$40,976	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **208** organizations. Compensation range \$298–\$314,357; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$194,060); for reference, expenses \$231,608 and assets \$1,243,188.
ROLE MATCH	Sandra Perez, reported title " <i>SECRETARY</i> ", 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	179 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	17 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	18 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 (Sandra Perez) 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 208 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,407 is reasonable (approximately the 17th 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.