

St Croix Valley Supportive Housing

Executive Director / CEO

EIN 391924259

MN · NTEE P75

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shelley Kendrick, Executive Director / CEO** (\$41,871) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Shelley Kendrick — reported title "PRESIDENT AND CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P75).
BUDGET	Total revenue between \$264,076 and \$591,216 — 0.67x to 1.50x the subject's \$394,144 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P75), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,278	\$25,274	\$42,328	\$88,067	\$107,368	\$41,871
----------	----------	----------	----------	-----------	----------



■ 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
Senior Advocates For Generational Equity	OR	\$393,791	Executive Director	\$95,524	\$89,776	2024
Casa Bienvivir	TX	\$394,889	C.e.o.	\$438,486	\$443,899	2024
Englishton Park Inc	IN	\$398,892	Executive Director	\$24,075	\$25,694	2024
Wrc North Fork Heights	PA	\$382,563	Board Member/cbdo	\$42,708	\$43,102	2024
The Wesley Inc	MD	\$380,240	Executive Dir.	\$113,685	\$107,564	2024
Management Services Inc	CA	\$410,924	President	\$122,712	\$107,237	2024
Ashland Assisted Living Inc	OH	\$418,173	President & Ceo	\$9,088	\$10,029	2023
Agebetter Inc	WI	\$421,456	Executive Di	\$79,362	\$86,357	2023
Neville Communities Inc	MA	\$428,923	Executive Director (Until 01/24)	\$4,250	\$3,865	2024
Sunnyside Citywide Homecare	NY	\$337,202	Associate Executive Director Of Finance	\$42,934	\$40,423	2023
Rice Arlington Sr Supportive Hsg	MN	\$455,762	President/tr	\$65,715	\$67,656	2023
West Valley Towers	CA	\$325,033	President/ceo	\$68,128	\$59,536	2024
Bishop Morrow Personal Care Home	PA	\$302,813	President	\$12,000	\$12,111	2024
Real Services Housing Inc	IN	\$300,889	President/ce	\$36,785	\$40,419	2023
Massachusetts Aging Access	MA	\$504,325	Executive Director	\$139,698	\$127,045	2024
Marian Manor Apartments Inc	ND	\$279,559	Administrator	\$24,902	\$28,474	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Age Well Arrowhead Inc	MN	\$513,287	Executive Director	\$103,594	\$103,594	2024
Shepherds Of Independence	MI	\$514,872	Chairman	\$91,632	\$95,718	2024
Lutheran Homes Foundation	NY	\$520,117	Cwp President/ceo	\$14,262	\$13,428	2023
Rochester Community Care Home Inc	VT	\$522,351	Executive Director	\$44,837	\$47,021	2023
Gideon Pond West Inc	MN	\$546,963	Board Chair/ceo	\$26,250	\$26,250	2024
laaaa Education Institute Inc	IN	\$566,957	Chief Executive Officer	\$4,496	\$4,940	2023
Peace Haven Association	IA	\$569,030	Administrator	\$36,056	\$41,134	2023
Saint John Of Kronstadt	NY	\$581,295	Administrator	\$89,339	\$84,114	2023
Albany Mennonite Home Village Foundation	OR	\$583,813	Ceo	\$18,626	\$17,505	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 27 organizations. Compensation range \$3,865–\$443,899; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$394,144); for reference, expenses \$458,134 and assets \$1,287,344.

ROLE MATCH Shelley Kendrick, reported title "*PRESIDENT AND CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 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	48 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	89 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 (Shelley Kendrick) 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 27 similarly situated organizations (Same NTEE sector (P75), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,871 is reasonable (approximately the 48th 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.