

Hubbard County Senior Housing Inc

Executive Director / CEO

EIN 411932209

MN · NTEE L21

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 — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L21).

BUDGET Total revenue between \$135,599 and \$303,580 — 0.67x to 1.50x the subject's \$202,387 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L21) + MN + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography

→ **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$65,930	\$66,253	\$66,253	\$66,253	\$67,656	\$41,871
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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
Shelbourne Supportive Housing Inc	MN	\$203,633	President/tr	\$68,006	\$66,253	2025
Chesapeake Supportive Housing Inc	MN	\$205,589	President/tr	\$65,715	\$67,656	2023
Rogers Supportive Housing Inc	MN	\$207,613	President/tr	\$68,006	\$66,253	2025
Asi Greeley Inc	MN	\$196,463	President/tr	\$68,006	\$66,253	2025
Asi Freeport Inc	MN	\$194,608	President/tr	\$68,006	\$66,253	2025
Bledsoe Lane Supportive Housing Inc	MN	\$190,659	President/tr	\$68,006	\$66,253	2025
Duluth Supportive Housing Inc	MN	\$216,117	President/tr	\$68,006	\$66,253	2025
Albert Lea Senior Housing Inc	MN	\$187,333	President/tr	\$68,006	\$66,253	2025
Harvard Supportive Housing Inc	MN	\$186,418	President/tr	\$68,006	\$66,253	2025
Asi Jackson County Inc	MN	\$181,566	President/tr	\$68,006	\$68,006	2024
Asi Roseville Inc	MN	\$227,713	President/tr	\$68,006	\$66,253	2025
Mesa Supportive Housing Inc	MN	\$175,781	President/tr	\$68,006	\$66,253	2025
Asi Santa Fe Inc	MN	\$229,130	President/tr	\$68,006	\$66,253	2025
Dickinson Senior Housing Inc	MN	\$174,746	President/tr	\$68,006	\$66,253	2025
Asi Florence Inc	MN	\$173,636	President/tr	\$68,006	\$66,253	2025
Asi Fort Collins Inc	MN	\$173,414	President/tr	\$68,006	\$66,253	2025
Asi Rogers Inc	MN	\$171,601	President/tr	\$68,006	\$66,253	2025
Asi Carson City Inc	MN	\$233,263	President/tr	\$65,715	\$67,656	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Reno Supportive Housing Inc	MN	\$234,023	President/tr	\$65,715	\$67,656	2023
Woodlands Supportive Housing Inc	MN	\$168,900	President/tr	\$65,715	\$65,715	2024
Asi - Reno Inc	MN	\$164,666	President/tr	\$65,715	\$67,656	2023
Asi Mobile Inc	MN	\$242,462	President/tr	\$68,006	\$66,253	2025
Maine Supportive Housing Inc	MN	\$161,506	President/tr	\$68,006	\$66,253	2025
Alexandria Senior Housing Inc	MN	\$247,725	President & Ceo	\$41,871	\$41,871	2024
Exmore Supportive Housing Inc	MN	\$153,346	President/tr	\$65,715	\$65,715	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	35 organizations. Compensation range \$19,477–\$68,006; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$202,387); for reference, expenses \$300,471 and assets \$1,044,961. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Shelley Kendrick, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	3 rd

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 35 similarly situated organizations (Same NTEE sector (L21) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,871 is reasonable (approximately the 3rd 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.