

Black Hills Workshop Residential

Executive Director / CEO

EIN 460373007

SD · NTEE L20Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Bradley Saathoff, Executive Director / CEO** (\$38,491) against **every comparable organization** that fit the selection criteria — **255** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Bradley Saathoff — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20Z).
BUDGET	Total revenue between \$131,474 and \$294,346 — 0.67x to 1.50x the subject's \$196,231 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

255 organizations qualified on sector, size, and geography → **255** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,161	\$16,414	\$33,043	\$55,607	\$72,339	\$38,491
---------	----------	----------	----------	----------	----------



● 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 SD 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
Network Housing '91 Inc	OH	\$197,210	Ceo (Exited 3.24.25)	\$30,598	\$30,142	2024
City Helps Cdc	IL	\$194,169	Executive Director	\$36,667	\$33,527	2024
West Central Mo Hickory Estates Inc	MO	\$193,499	Chief Executive Officer	\$24,797	\$23,798	2025
Jbf Projects Inc	OH	\$191,336	Project Manager	\$11,180	\$11,339	2023
Notre Dame Living Center Inc	NE	\$191,228	Director	\$375	\$375	2024
Opportunity Apartments Inc	IN	\$191,033	President/ceo	\$9,893	\$9,703	2024
Asi Great Falls Inc	MN	\$190,468	President/tr	\$65,715	\$62,177	2023
Glenn-verde Housing Inc	AZ	\$190,266	President/ceo	\$34,911	\$31,227	2024
St Francis Of Assisi Residences At	MA	\$190,168	Exec. Dir./p	\$3,180	\$2,737	2023
Preservation Non-profit Housing	MI	\$202,558	President	\$38,599	\$37,054	2024
Mid-peninsula San Pedro Inc	CA	\$202,686	Cfo / Assistant Secretary	\$77,467	\$62,215	2024
Wilson Street Apartments Inc	RI	\$189,475	President - Trustee	\$83,575	\$74,534	2024
Roxbury Main Streets Revitalization Corporation	MA	\$189,221	Executive Director	\$86,893	\$72,623	2024
Special Force Family Ministries Inc	MO	\$203,253	President	\$33,225	\$33,696	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kennebunkport Heritage Housing Trust	ME	\$203,604	Executive Director (Non-voting)	\$75,000	\$71,912	2023
Sabin Group I	CO	\$188,844	Board President & Ceo Of Mhcd	\$24,467	\$22,465	2023
Forward Assist Inc	MO	\$204,121	President	\$116,311	\$117,961	2023
Muirfield Apartments Inc	CA	\$204,366	Secretary/treasurer	\$37,437	\$30,955	2023
Elisha Ministries Inc	LA	\$204,538	Executive Director	\$39,000	\$39,941	2024
Washington Lane Section 811 Housing	PA	\$204,651	President & Ceo	\$25,525	\$24,373	2023
Sullivan Homes Inc	MO	\$204,854	Treasurer	\$40,145	\$40,714	2023
Vip Rjp Housing Development Fund	NY	\$187,328	President/ceo	\$50,896	\$44,039	2023
Vesta Housing Inc	MD	\$205,518	President	\$21,417	\$18,623	2024
House To House Community	AL	\$205,653	Executive Director	\$31,250	\$31,400	2024
Humanity Housing Inc	NV	\$205,854	Presdient, Director	\$56,317	\$52,503	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD cost of living and 2025 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 SD 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 255 organizations. Compensation range \$375–\$271,514; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$196,231); for reference, expenses \$226,181 and assets \$1,128,440.

ROLE MATCH	Bradley Saathoff, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	169 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	59 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	73 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 (Bradley Saathoff) 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 255 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,491 is reasonable (approximately the 59th 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.