

Statesville Elderly Housing Inc

Executive Director / CEO

EIN 562192096
 NC · NTEE L22
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Lee Syria, Executive Director / CEO** (\$48,900) against **every comparable organization** that fit the selection criteria — **229** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

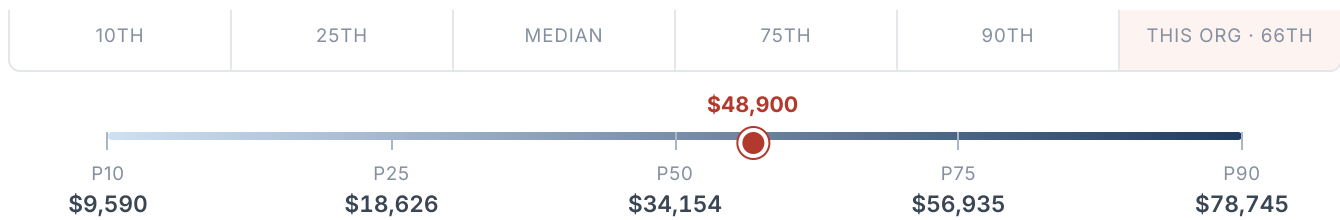
SECTOR	Organizations sharing the subject's NTEE classification (L22).
BUDGET	Total revenue between \$203,357 and \$455,277 — 0.67x to 1.50x the subject's \$303,518 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

229 organizations qualified on sector, size, and geography → **229** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,590	\$18,626	\$34,154	\$56,935	\$78,745	\$48,900
---------	----------	----------	----------	----------	----------



● 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 NC 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
Walker Meadow Retirement Community Inc	MI	\$306,434	President & Ceo	\$31,878	\$32,785	2023
2life Opus Newton Inc	MA	\$299,715	President/ceo	\$36,606	\$31,836	2024
Bridge House #11 Corporation	NY	\$307,568	Ceo	\$18,651	\$16,793	2023
Ucc Xviii Inc	OH	\$298,976	Treasurer	\$50,772	\$52,044	2024
Mackenzie Place 202-ii	MO	\$309,227	President/ceo	\$41,197	\$42,229	2024
Notre Dame Place Inc	TX	\$309,665	Coo	\$211,338	\$204,598	2024
Baileys Grove Retirement Community Inc	MI	\$296,918	President & Ceo	\$31,878	\$32,785	2023
Lutheran Housing Services 13 Inc	OH	\$296,914	President/ce	\$62,368	\$65,819	2023
Friendship Plaza I Inc	OH	\$296,095	Treasurer	\$34,230	\$36,124	2023
Catholic Housing Corporation Of Mt Penn	PA	\$311,298	Chief Executive Officer	\$38,008	\$37,766	2023
Lss Manor Inc - Lake Geneva	WI	\$294,891	President	\$40,683	\$41,120	2024
Caring Residential Services Ii Inc	NJ	\$312,393	Pres And Exec Director Ope	\$157,895	\$136,436	2024
Waukegan Housing Development Corp	IL	\$294,305	President	\$51,025	\$48,549	2024
Keats Gardens Inc	RI	\$312,852	Chief Executive Officer	\$47,926	\$44,476	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Switzerland County Housing Inc	IN	\$312,921	Office Manager	\$19,501	\$19,903	2024
Ucc Xxiv Inc	MS	\$293,600	Treasurer	\$50,772	\$54,727	2024
The Green Living Foundation Inc	KS	\$292,792	Foundation Director	\$20,334	\$21,260	2024
Episcopal Community Housing Inc	NY	\$314,851	President/c.e.o.	\$29,230	\$25,563	2024
East Liberty Supportive Housing Inc	PA	\$315,404	Director And President	\$37,604	\$36,293	2024
Fowler Christian Apartments Iii Inc	TX	\$315,435	Executive Director	\$24,666	\$24,585	2023
Boulevard Gardens Senior Housing	MN	\$291,169	Eexecutive Vp Commonbond Housing	\$18,918	\$18,626	2023
Rose Of Mary Terrace	WA	\$290,470	Executive Di	\$36,157	\$32,255	2023
South Charleston Unity Apts Inc	WV	\$290,240	President	\$53,483	\$56,044	2024
Newburgh Seniors' Housing Corporation-	ME	\$289,775	Executive Director	\$3,355	\$3,251	2024
Still Hopes Development Company	SC	\$289,773	Ceo	\$116,170	\$117,292	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	229 organizations. Compensation range \$2,131–\$411,865; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$303,518); for reference, expenses \$379,567 and assets \$1,554,033.
ROLE MATCH	Lee Syria, reported title "PRESIDENT/CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	187 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	66 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	83 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 (Lee Syria) 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 229 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,900 is reasonable (approximately the 66th 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.