

# Architectural Salvage Warehouse Of

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Chris Rutherford, Executive Director / CEO** (\$76,648) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

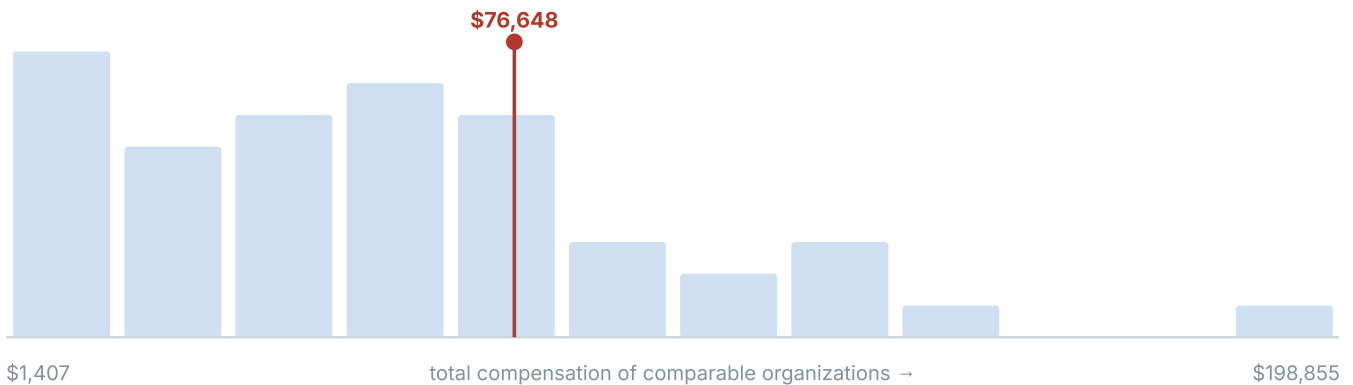
**Benchmarked executive:** Chris Rutherford — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L99).
BUDGET	Total revenue between \$260,726 and \$583,716 — 0.67x to 1.50x the subject's \$389,144 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

**47** organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,737	\$26,700	\$55,167	\$75,903	\$114,469	\$76,648
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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 MI 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
<a href="#">Usvets - Arizona</a>	CA	\$399,672	President & Ceo	\$18,095	<b>\$15,585</b>	2023
<a href="#">Bleeding Disorders Association</a>	SC	\$401,157	Director	\$75,000	<b>\$78,043</b>	2023
<a href="#">Coronado Interfaith Housing Corporation</a>	CA	\$402,681	President	\$12,848	<b>\$10,749</b>	2024
<a href="#">123 Crawford Street Inc</a>	MA	\$372,992	Cfo	\$1,616	<b>\$1,407</b>	2024
<a href="#">Main Street Apartments Inc</a>	CA	\$369,002	President	\$21,168	<b>\$17,252</b>	2025
<a href="#">Open Arms Development Corporation</a>	OH	\$368,146	Executive Director	\$45,540	<b>\$46,731</b>	2024
<a href="#">Grace Place Inc</a>	MN	\$366,805	Presidentexecutive Director	\$53,083	<b>\$50,817</b>	2024
<a href="#">Harmony Village Senior Nonprofit Housing Corp</a>	MI	\$415,474	Administrator	\$48,655	<b>\$48,655</b>	2024
<a href="#">Miracles Happen Recovery Residence</a>	GA	\$416,035	Executive Di	\$45,000	<b>\$45,131</b>	2023
<a href="#">Car Housing Affordability Fund</a>	CA	\$420,324	Treasurer	\$47,274	<b>\$40,717</b>	2023
<a href="#">Jacksonville Community Land Trust Inc</a>	FL	\$424,173	Executive Director	\$137,461	<b>\$128,805</b>	2023
<a href="#">Potter's House Mission Inc</a>	PA	\$424,203	President	\$73,455	<b>\$73,065</b>	2023
<a href="#">Montana Fair Housing Inc</a>	MT	\$347,061	Executive Director	\$68,450	<b>\$71,485</b>	2024
<a href="#">Warriors Center For Women Hardeman County</a>	TN	\$344,209	Executive Director	\$33,208	<b>\$33,818</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Los Sures 101 South 3rd Housing</a>	NY	\$434,107	Executive Director	\$17,573	<b>\$15,839</b>	2023
<a href="#">The Innovative Housing Institute Inc</a>	MD	\$340,116	Executive Dir.	\$93,148	<b>\$86,862</b>	2023
<a href="#">Helping Hands Fund</a>	MT	\$441,450	Executive Director	\$26,209	<b>\$27,371</b>	2024
<a href="#">St Croix Family Resource Center</a>	MN	\$442,046	Executive Director	\$76,879	<b>\$71,700</b>	2025
<a href="#">Asbury Arms North Inc</a>	FL	\$445,308	Ceo/presiden	\$36,488	<b>\$34,191</b>	2023
<a href="#">Turn The Hearts</a>	CA	\$332,375	Director Of Operations	\$24,000	<b>\$20,671</b>	2023
<a href="#">Mercy House Ministries Inc</a>	TX	\$329,287	Director	\$57,430	<b>\$55,657</b>	2024
<a href="#">Helping The Homeless Inc</a>	VA	\$450,933	Chief Executive Officer	\$40,050	<b>\$37,465</b>	2024
<a href="#">Hrpheavensreliefprograminc</a>	TX	\$458,000	Project Manager	\$2,150	<b>\$2,146</b>	2023
<a href="#">Pacific Housing Oahu Corporation</a>	HI	\$464,084	Executive Director/asst Secretary	\$12,712	<b>\$11,026</b>	2024
<a href="#">330 East 4th Street Housing Development Fund</a>	NY	\$311,159	Vice President	\$61,207	<b>\$55,167</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **47** organizations. Compensation range \$1,407–\$198,855; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$389,144); for reference, expenses \$447,228 and assets \$212,321.
ROLE MATCH	Chris Rutherford, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 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	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	43 <sup>rd</sup>

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 (Chris Rutherford) 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 47 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,648 is reasonable (approximately the 77<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.