

Columbia Valley Housing Association DbA

Executive Director / CEO

EIN 911765830

WA · NTEE S31

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sherri Schneider, Executive Director / CEO** (\$35,538) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S31).

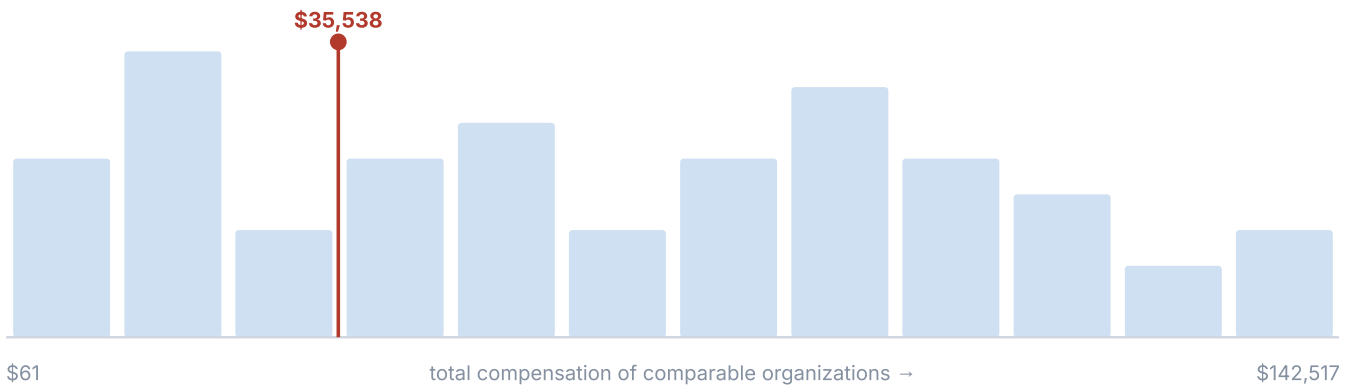
BUDGET Total revenue between \$115,168 and \$257,841 — 0.67x to 1.50x the subject's \$171,894 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography

→ **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,159	\$25,142	\$66,965	\$95,132	\$112,972	\$35,538
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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 WA 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
Greater Austin San Antonio Corridor	TX	\$172,168	President	\$131,325	\$142,517	2024
Main Street Fort Pierce Inc	FL	\$172,200	Executive Di	\$107,307	\$106,546	2025
Baltimore Avenue Redevelopment Corporation	PA	\$174,500	President	\$80,418	\$87,004	2024
Cathedral District-jax Inc	FL	\$165,794	Ceo/presiden	\$93,675	\$95,470	2024
Albia Industrial Development	IA	\$178,441	President	\$107,184	\$127,322	2024
The Valley Center Opportunity Zone	NV	\$161,025	President Ceo	\$35,000	\$38,062	2024
Fredericksburg Virginia Main Street Inc	VA	\$160,940	Interim Executive Director	\$35,000	\$37,746	2023
Comeunity Cafe	TN	\$156,995	Assistant	\$19,360	\$22,730	2023
Economic Development Alliance Of	OH	\$187,785	Economic Development Direc	\$4,532	\$5,208	2024
Downtown Mebane Development Corporation	NC	\$152,611	Executive Director	\$38,020	\$41,521	2025
Downtown West Allis Inc	WI	\$191,279	Exec Director	\$57,500	\$65,148	2024
Pawtucket Foundation	RI	\$192,116	Executive Di	\$108,000	\$109,455	2025
Grant County Economic Development Corporation	KS	\$194,562	Executive Director	\$81,007	\$97,748	2023
Visit Fort Wayne Foundation Inc	IN	\$195,656	Executive Di	\$21,697	\$24,824	2024
Site Readiness For Good Jobs Fund	OH	\$195,812	Ceo	\$36,068	\$42,669	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vision Together 2025 Inc	PA	\$196,962	Executive Director	\$124,431	\$134,621	2024
Agricultural Development Initiatives	TN	\$146,233	Ceo, President, Director	\$85,800	\$100,734	2023
Insight Center For Community Economic Development	CA	\$198,520	President	\$116,300	\$112,169	2023
Cass Logansport Economic Developmen	IN	\$143,763	Executive Di	\$80,501	\$92,099	2024
Greater Texas Capital Community Finance	TX	\$204,916	President	\$65,418	\$70,993	2024
Jamestown Regional Entrepreneur Center	ND	\$135,026	Key Employee	\$75,539	\$89,935	2024
Faith And Work Enterprises Inc	MD	\$209,546	Exec Director	\$72,735	\$73,773	2024
Friends Of Historic Downtown West Branch	IA	\$131,292	Exec Director	\$57,903	\$68,782	2024
Citywide Small Business Development	OH	\$131,178	President	\$46,542	\$53,480	2024
Greenline Access Capital	PA	\$212,923	President	\$101,923	\$113,527	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2023 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 WA 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 56 organizations. Compensation range \$61–\$142,517; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$171,894); for reference, expenses \$45,515 and assets \$2,290,341. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sherri Schneider, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	29 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	16 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 (Sherri Schneider) 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 56 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,538 is reasonable (approximately the 29th 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.