

Hospitality House

Executive Director / CEO

EIN 912006859
 WA · NTEE L41
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Sheenah Randolph, Executive Director / CEO** (\$84,917) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

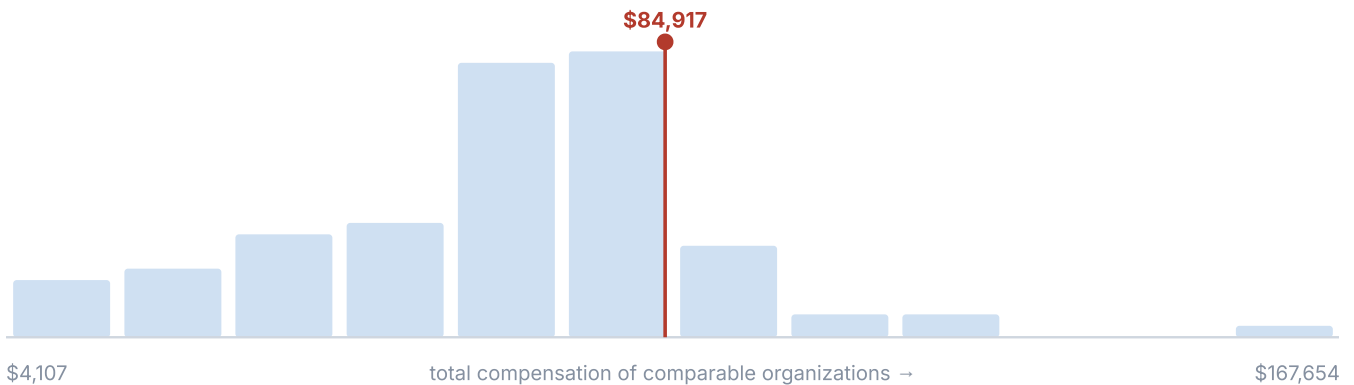
Benchmarked executive: Sheenah Randolph — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L41).
BUDGET	Total revenue between \$253,119 and \$566,685 — 0.67x to 1.50x the subject's \$377,790 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

92 organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,062	\$51,894	\$68,136	\$78,227	\$92,241	\$84,917
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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
1960 Community Hope Center	TX	\$377,665	Exec Director	\$81,497	\$88,443	2024
Community Service Alliance	OH	\$387,851	Executive Di	\$83,067	\$98,269	2023
Connections Of Cumberland County Inc	NC	\$367,010	Executive Director	\$81,000	\$90,799	2024
Clinton County Services For The Homeless	OH	\$366,995	Ex Director	\$69,750	\$80,148	2024
The Resilient Place	TX	\$365,512	President	\$12,600	\$14,078	2023
Illinois Valley Family Coalition	OR	\$390,371	Executive Di	\$27,302	\$27,507	2024
Unity Place Housing Inc	FL	\$390,810	President	\$164,500	\$167,654	2024
Windham Region No Freeze Project	CT	\$364,670	Executive Di	\$54,656	\$57,239	2023
Brunswick Partnership For Housing Inc	NC	\$393,222	Executive Director	\$45,621	\$49,822	2025
Family Promise - Salt Lake	UT	\$361,894	Executive Director	\$91,799	\$101,930	2024
Tyson's Community Development Inc	FL	\$404,069	Director	\$31,850	\$32,460	2024
Home Alliance Inc	SC	\$404,404	Executive Director And Sec	\$74,250	\$86,519	2023
5812 Rescue	OH	\$349,616	Co-director	\$30,000	\$35,490	2023
Family Promise Of Greene Co Oh	OH	\$406,099	Facility Director	\$65,975	\$78,049	2023
Family Promise Of Knoxville	TN	\$349,354	Executive Director	\$68,488	\$78,102	2024
Peace Valley Haven Inc	NY	\$348,083	Director	\$66,340	\$66,957	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Crestview Area Shelter For The Homeless	FL	\$347,760	President	\$22,780	\$23,216	2024
Phoenix Recovery Institute	OK	\$409,370	Program Director	\$61,659	\$73,659	2024
Leavenworth Interfaith Community Of Hope	KS	\$424,624	Executive Director	\$66,000	\$77,355	2024
Northern Lights Alliance For The	IA	\$330,736	Executive Di	\$66,177	\$76,585	2025
Good News Shelter Corporation	KY	\$329,213	Executive Director	\$60,251	\$72,301	2023
House Of Hope Inc	VA	\$329,074	Executive Director	\$30,951	\$32,421	2024
Hope Haven Ministries Inc	TN	\$429,651	Executive Director	\$50,000	\$57,019	2024
Family Promise Of Shenandoah County Inc	VA	\$429,921	Executive Director	\$72,088	\$75,513	2024
Robins Home Inc	PA	\$323,390	Executive Dir.	\$75,600	\$84,207	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	92 organizations. Compensation range \$4,107–\$167,654; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$377,790); for reference, expenses \$420,992 and assets \$222,644.
ROLE MATCH	Sheenah Randolph, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	86 th
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	80 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 (Sheenah Randolph) 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 10, 2026, comparing compensation against 92 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,917 is reasonable (approximately the 86th 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 10, 2026.