

Oklahoma Business Ethics Consortium

Executive Director / CEO

EIN 201572005
 OK · NTEE S41
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Mary Lytle, Executive Director / CEO** (\$79,020) against **every comparable organization** that fit the selection criteria — **528** 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

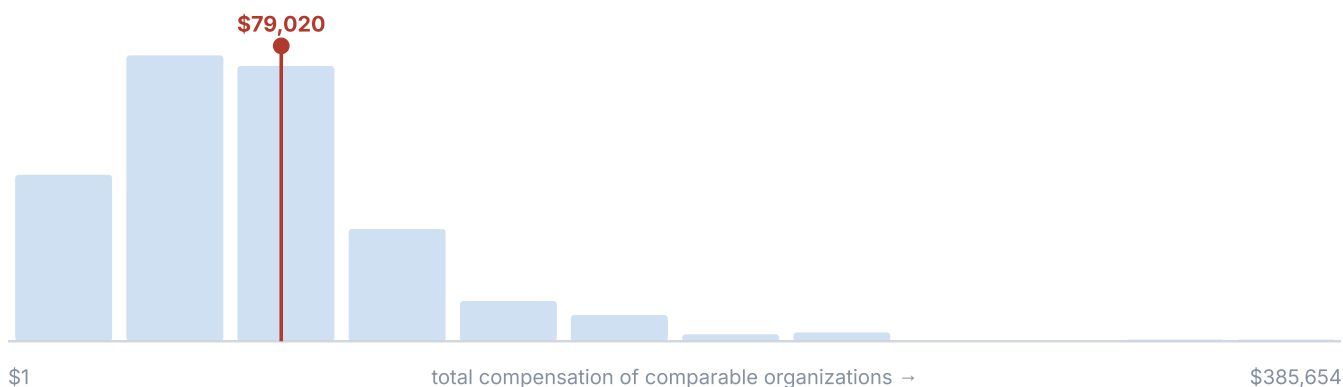
Benchmarked executive: Mary Lytle — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

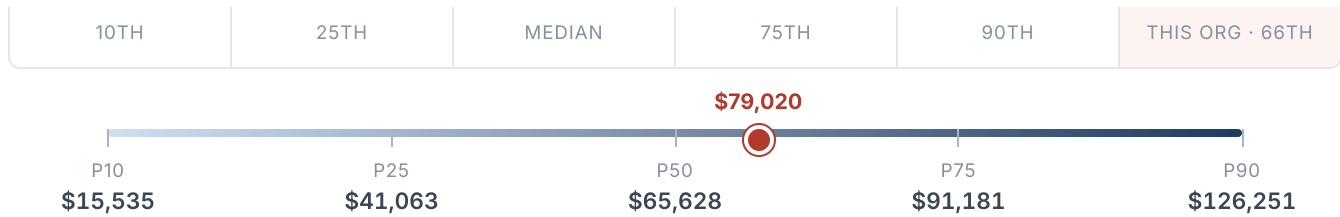
SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$182,688 and \$409,005 — 0.67x to 1.50x the subject's \$272,670 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

528 organizations qualified on sector, size, and geography → **528** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,535	\$41,063	\$65,628	\$91,181	\$126,251	\$79,020
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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 OK 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
Franklin County Home Builders	NC	\$272,652	Executive Di	\$2,115	\$2,043	2023
Sunnyvale Downtown Association	CA	\$272,720	Executive Director	\$110,000	\$88,809	2023
Society Of Publication Designers Inc	NY	\$272,523	Executive Director	\$100,000	\$82,063	2024
Cactus & Pine Golf Course Superintendents Association	AZ	\$272,346	Executive Director	\$80,810	\$70,579	2024
Truckers Service Association	TX	\$273,129	President	\$1,500	\$1,363	2024
Latino Hotel Association	NM	\$272,041	President And Ceo	\$7,600	\$7,423	2024
The Medical Staff Of The Riverside	CA	\$273,358	President	\$36,000	\$28,231	2024
Main Street Business Improvement	CA	\$271,407	Exdir/secty/trs	\$69,088	\$54,178	2024
Florida Association For Pupil	FL	\$271,344	Exec Dir	\$18,326	\$15,635	2024
Massachusetts Recreation And Park Associ	MA	\$271,320	Executive Director	\$70,270	\$55,868	2025
Charlottesville Business Innovation	VA	\$274,073	Executive Director	\$76,667	\$67,226	2024
Prosser Chamber Of Commerce	WA	\$274,312	Executive Dir.	\$41,181	\$33,483	2024
International Credit Union Regulators Network Inc	WI	\$274,351	Executive Director	\$123,006	\$120,110	2023
Quad Cities Foundation For Fair	IL	\$274,541	Manager	\$129,654	\$115,758	2024
Handle District Corporation	CA	\$270,499	Executive Dir.	\$71,444	\$57,680	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Interstate 70 Mountain Corridor	CO	\$270,375	Director	\$88,480	\$77,049	2024
Professional Travel Agents Of North	VA	\$275,101	Treasurer	\$4,200	\$3,683	2024
Pueblo West Chamber Of Commerce	CO	\$275,151	Executive Director	\$27,738	\$24,868	2023
Theatre Owners Of Mid-america	TX	\$269,538	Executive Director	\$52,684	\$49,274	2023
International Association For Colon	AZ	\$269,488	Executive Dir.	\$48,000	\$41,923	2024
Fulton County Economic Development	OH	\$276,024	Executive Di	\$17,308	\$16,219	2025
American Association Of Corporate Optometrists	GA	\$276,603	Executive Director	\$57,200	\$53,774	2023
San Juan Island Chamber Of Commerce	WA	\$276,774	Executive Di	\$99,484	\$80,888	2024
Sheet Metal Contractors Assoc Of Central And Southern Nj	NJ	\$268,411	Chapter Executive	\$41,207	\$34,399	2023
Carolina Fintech Hub	NC	\$277,388	President	\$250,000	\$241,520	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 **528** organizations. Compensation range \$1–\$385,654; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$272,670); for reference, expenses \$275,998 and assets \$157,105.
ROLE MATCH	Mary Lytle, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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)	57 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	63 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 (Mary Lytle) 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 528 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,020 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.