PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Lto Ventures

Executive Director / CEO

EIN **273113274**
TX · NTEE P73
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Mark Olson, Executive Director / CEO** ($113,000) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 98th percentile of comparable organizations

above the 90th percentile — board review recommended

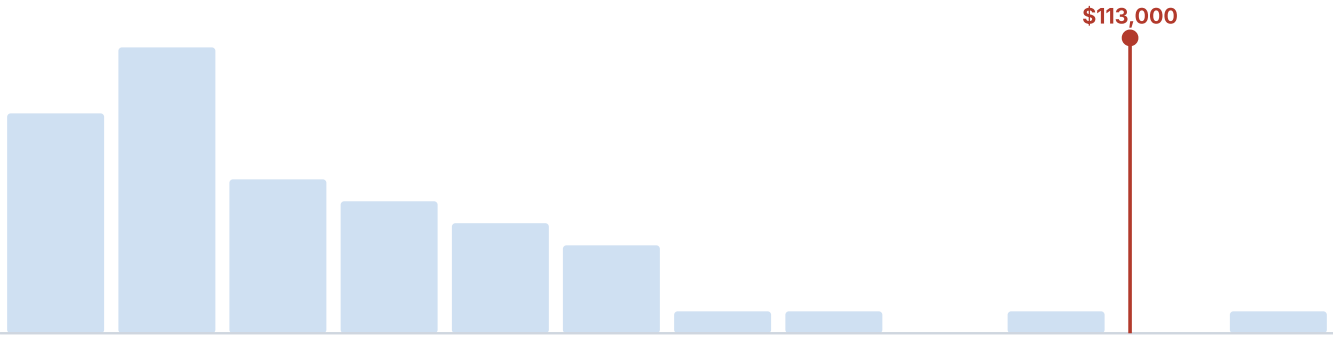
> **Benchmarked executive:** Mark Olson — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P73).
BUDGET	Total revenue between $170,312 and $381,297 — 0.67× to 1.50× the subject's $254,198 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



$1,228 — total compensation of comparable organizations → — $133,161

$8,192	$15,483	$24,682	$46,066	$62,074	$113,000

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 TX 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 Chattanooga Christian Services Inc	TN	$253,028	Administrator	$21,240	**$21,679**	2024
Special Residential Opportunitiesinc	NY	$252,587	President	$39,934	**$35,039**	2024
Transitional Housing Inc	IL	$256,265	Chief Executive Officer	$29,764	**$29,252**	2023
Springwood Estates Inc	FL	$250,432	President And Ceo	$13,187	**$12,029**	2024
Hilo Arc Housing Corporation No 1	HI	$258,592	President And Ceo	$7,224	**$6,466**	2023
Help Housing For The Disabled Inc	OH	$258,792	President/ceo	$38,166	**$39,252**	2024
Welcome Home Housing Inc	CA	$242,300	Executive Dir.	$43,833	**$37,838**	2023
Project Hope Inc	WI	$236,994	Personal Care Worker	$18,145	**$19,721**	2022
North Square Gateway Terrace Inc	CT	$236,137	President	$13,943	**$12,694**	2024
Ashland County Residential Services	OH	$229,128	Operations M	$7,589	**$8,035**	2023
United Cerebral Palsy Group Homes Inc	FL	$228,719	President & Ceo	$30,973	**$28,253**	2024
Fairhaven Ministry Of Faith Hope & Love	LA	$224,626	Director	$19,800	**$21,170**	2024
Renewed Treasures Ministries	MO	$224,288	President	$24,000	**$24,682**	2024
Fayette Hills Unity Inc	WV	$222,161	President	$53,483	**$56,230**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
A Seat At The Table	MO	$287,838	Executive Director/board Director	$44,792	**$46,066**	2024
Sioux Residential Services Inc	SD	$217,138	Lifescape Ceo	$41,730	**$43,567**	2025
Life Concepts Group Home Ii Inc	FL	$215,823	Chief Executive Officer	$24,427	**$22,940**	2023
Attention Home Inc	FL	$215,483	President	$75,000	**$68,414**	2024
Duval Association For Residential Care	FL	$293,710	Executive Director	$2,500	**$2,280**	2024
Jawonio Residential Opportunities Ii Inc	NY	$293,969	Chief Executive Officer	$72,553	**$63,660**	2024
North Willows Inc	MS	$212,441	Secretary/exec Director	$19,696	**$21,300**	2024
Amoskeag Residences Inc	NH	$211,636	Board Member/ceo	$24,023	**$21,539**	2024
United Church Home Society Inc	NY	$211,411	Executive Director	$89,466	**$78,500**	2024
Forest Acres Inc	IA	$211,203	Top Management Official	$19,545	**$21,394**	2023
Radnor A Better Chance Inc	PA	$300,311	Executive Director	$41,779	**$40,455**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	**49** organizations. Compensation range $1,228–$133,161; filing years 2022–2025.
SIZE BASIS	Matched on total revenue ($254,198); for reference, expenses $238,923 and assets $34,770.
ROLE MATCH	Mark Olson, reported title *"President & CEO"*, 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	2 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	**98th**
Total compensation (D + F), as reported (no adjustments)	**96th**
Reportable pay only (column D), adjusted	**98th**
All sources (D + E + F), adjusted	**45th**

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 (Mark Olson) 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 49 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $113,000 is reasonable (approximately the 98th 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.