

Transitional Housing Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Mark Ishaug, Executive Director / CEO** (\$29,764) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

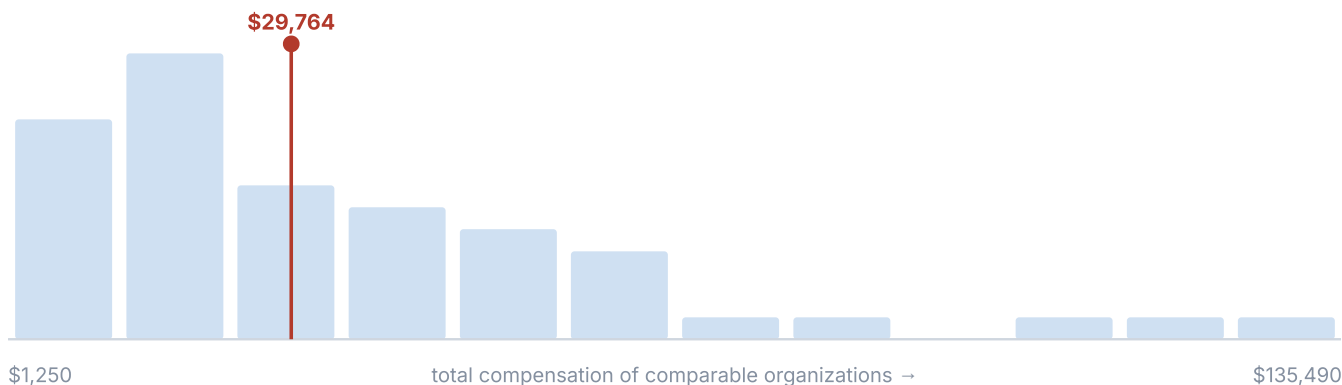
Benchmarked executive: Mark Ishaug — reported title "CHIEF EXECUTIVE OFFICER", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P73Z).
BUDGET	Total revenue between \$171,697 and \$384,397 — 0.67x to 1.50x the subject's \$256,265 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,355	\$16,274	\$26,364	\$47,926	\$65,257	\$29,764
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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 IL 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
Lto Ventures	TX	\$254,198	President & Ceo	\$113,000	\$114,976	2023
Hilo Arc Housing Corporation No 1	HI	\$258,592	President And Ceo	\$7,224	\$6,579	2023
Help Housing For The Disabled Inc	OH	\$258,792	President/ceo	\$38,166	\$39,938	2024
Greater Chattanooga Christian Services Inc	TN	\$253,028	Administrator	\$21,240	\$22,058	2024
Special Residential Opportunitiesinc	NY	\$252,587	President	\$39,934	\$35,652	2024
Springwood Estates Inc	FL	\$250,432	President And Ceo	\$13,187	\$12,240	2024
Welcome Home Housing Inc	CA	\$242,300	Executive Dir.	\$43,833	\$38,500	2023
Project Hope Inc	WI	\$236,994	Personal Care Worker	\$18,145	\$20,066	2022
North Square Gateway Terrace Inc	CT	\$236,137	President	\$13,943	\$12,916	2024
Ashland County Residential Services	OH	\$229,128	Operations M	\$7,589	\$8,176	2023
United Cerebral Palsy Group Homes Inc	FL	\$228,719	President & Ceo	\$30,973	\$28,747	2024
A Seat At The Table	MO	\$287,838	Executive Director/board Director	\$44,792	\$46,872	2024
Fairhaven Ministry Of Faith Hope & Love	LA	\$224,626	Director	\$19,800	\$21,541	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Renewed Treasures Ministries	MO	\$224,288	President	\$24,000	\$25,114	2024
Fayette Hills Unity Inc	WV	\$222,161	President	\$53,483	\$57,213	2024
Duval Association For Residential Care	FL	\$293,710	Executive Director	\$2,500	\$2,320	2024
Jawonio Residential Opportunities li Inc	NY	\$293,969	Chief Executive Officer	\$72,553	\$64,773	2024
Sioux Residential Services Inc	SD	\$217,138	Lifescape Ceo	\$41,730	\$44,329	2025
Life Concepts Group Home li Inc	FL	\$215,823	Chief Executive Officer	\$24,427	\$23,341	2023
Attention Home Inc	FL	\$215,483	President	\$75,000	\$69,610	2024
North Willows Inc	MS	\$212,441	Secretary/exec Director	\$19,696	\$21,673	2024
Radnor A Better Chance Inc	PA	\$300,311	Executive Director	\$41,779	\$41,163	2024
Amoskeag Residences Inc	NH	\$211,636	Board Member/ceo	\$24,023	\$21,916	2024
United Church Home Society Inc	NY	\$211,411	Executive Director	\$89,466	\$79,873	2024
Forest Acres Inc	IA	\$211,203	Top Management Official	\$19,545	\$21,768	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	50 organizations. Compensation range \$1,250–\$135,490; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$256,265); for reference, expenses \$220,981 and assets \$547,544.
ROLE MATCH	Mark Ishaug, reported title "CHIEF EXECUTIVE OFFICER", 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	3 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	54 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	94 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 (Mark Ishaug) 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 50 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,764 is reasonable (approximately the 54th 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.