

Lutheran Homes Of Oconomowoc

Executive Director / CEO

EIN 391889721

WI · NTEE X99Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dale Dahlke, Executive Director / CEO** (\$40,345) against **every comparable organization** that fit the selection criteria — **268** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

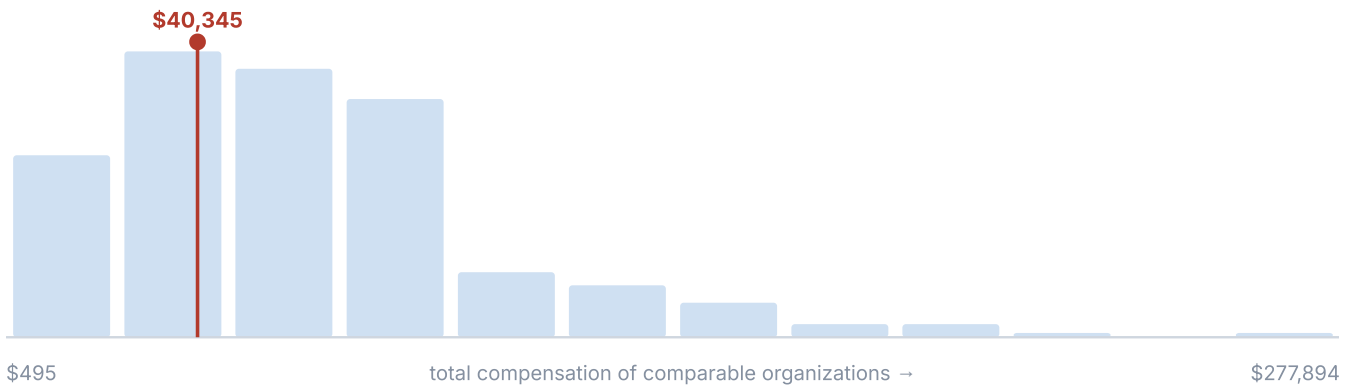
Benchmarked executive: Dale Dahlke — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99Z).
BUDGET	Total revenue between \$262,947 and \$588,688 — 0.67x to 1.50x the subject's \$392,459 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

268 organizations qualified on sector, size, and geography → **268** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,937	\$32,901	\$55,800	\$80,786	\$119,123	\$40,345
----------	----------	----------	----------	-----------	----------



● 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 WI 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
Lovin Life Inc	MN	\$393,037	Founder, Board Member, President	\$26,505	\$25,077	2024
Mark Correll Ministries	AL	\$393,912	Director	\$153,500	\$163,477	2023
Joe Oden Ministries Inc	MO	\$390,519	President	\$193,250	\$195,987	2024
Christian Community Center Inc	MD	\$389,392	Director	\$128,296	\$114,850	2024
Wesley Foundation At Mississippi State	MS	\$396,102	Director	\$60,350	\$64,360	2024
Second Chance Ministries Corp	CO	\$388,545	Lurch	\$46,000	\$43,482	2023
National Missionary Baptist Convention Of America Dallas	TX	\$397,339	Director And President	\$52,500	\$51,771	2023
Anglicans For Life Inc	PA	\$386,903	President	\$84,600	\$80,782	2024
Organic Outreach International Inc	CA	\$386,307	Executive Director/board Member/cfo/secretary	\$102,744	\$84,951	2024
Wellsprings Of Freedom International	IL	\$386,307	Founder	\$86,004	\$83,351	2023
Cg International	CO	\$399,941	President	\$38,021	\$34,909	2024
Angel Wings Out Reach Center Inc	MS	\$401,820	Executive Director	\$62,096	\$66,222	2024
Christian African Leadership Ministries	AL	\$403,857	President	\$80,008	\$82,764	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
West Texas Gospel Ministries To Children Inc	TX	\$403,987	General Director	\$84,448	\$80,886	2024
Foundation For Family Values	MI	\$380,207	President	\$67,316	\$66,530	2024
Missions Network International	WA	\$404,938	President	\$33,500	\$29,567	2023
Christian Leadership Institute	CA	\$379,685	Director	\$60,320	\$51,347	2023
Damascus Road Collaborative Inc	TX	\$405,634	Executive Director Coach	\$49,500	\$47,412	2024
Global City Missions Initiative Incorporated	FL	\$405,714	Executive Director	\$86,784	\$78,064	2024
Segera Mission Inc	TX	\$379,194	President, Executive Direc	\$10,249	\$9,817	2024
Wesley Chapel Mission Center	OH	\$406,597	Executive Director	\$70,568	\$71,567	2024
Chinareach	KS	\$407,005	Director/exec Dir	\$68,564	\$70,926	2024
James Ward Ministries Inc	IL	\$375,630	President	\$92,560	\$87,132	2024
Tina P Williams Ministries Inc	TX	\$375,337	Director	\$5,000	\$4,789	2024
Vantage Point 3 Ministries	SD	\$409,784	President	\$83,831	\$88,589	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	268 organizations. Compensation range \$495–\$277,894; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$392,459); for reference, expenses \$14,162 and assets \$7,638,435. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dale Dahlke, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	34 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Dale Dahlke) 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 268 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$40,345 is reasonable (approximately the 34th 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.