

Maple Lake-lake Property Owner's

Executive Director / CEO

EIN 411463171

MN · NTEE L50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Betty Thomes, Executive Director / CEO** (\$9,150) against **every comparable organization** that fit the selection criteria — **626** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Betty Thomes — reported title "GAMBLING MAN", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L50).
BUDGET	Total revenue between \$79,675 and \$178,377 — 0.67x to 1.50x the subject's \$118,918 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

626 organizations qualified on sector, size, and geography → **626** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,854	\$14,380	\$29,276	\$54,767	\$69,865	\$9,150
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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 MN 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
Blackrock-riverside Neighborhood	NY	\$119,062	Finance (Through 5/24)	\$2,308	\$2,111	2024
Five Star Development Corporation	AL	\$118,715	President/ceo	\$53,238	\$56,707	2025
Lss Housing Woodview Inc	WI	\$119,194	President	\$40,683	\$42,999	2024
Glenpark Manor Development	OH	\$119,250	Ceo	\$5,477	\$6,044	2023
Independent Living Services Of	AR	\$119,423	Executive Director	\$11,276	\$12,827	2024
Thi-13 Inc	IL	\$118,252	Chief Executive Officer	\$29,764	\$30,488	2023
Rapid City Supportive Housing Inc	MN	\$118,091	President/tr	\$65,715	\$67,656	2023
Bethesda Spruce Street Development	PA	\$119,748	Ceo	\$11,765	\$11,874	2024
West Bergen Specialized Housing Inc	NJ	\$118,059	Executive Director, West B	\$9,993	\$9,029	2024
Ltc li Inc	IN	\$117,897	President	\$61,499	\$63,943	2025
Pine Street Inn Housing li Inc	MA	\$117,877	Director	\$31,580	\$28,720	2024
Cypress Homes Hdfc	NY	\$120,019	Ceo	\$25,826	\$23,618	2024
Asi Rochester Inc	MN	\$120,032	President/tr	\$65,715	\$65,715	2024
Florence House Housing Corp	ME	\$117,609	Interim President And Ceo	\$47,322	\$47,956	2024
Cardinal's Peak Inc	OH	\$117,591	President	\$9,146	\$9,804	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ocl Properties X Inc	NY	\$120,273	Chief Financial Officer	\$73,290	\$67,024	2024
Urban League Of Rochester Economic	NY	\$117,495	President/ceo	\$36,309	\$33,205	2024
Hbhci Hud 1 Inc	FL	\$120,352	Vice President	\$68,495	\$63,441	2025
Spruce Place Inc	OR	\$120,445	Executive Di	\$21,046	\$19,270	2025
Sohum Housing Opportunities	CA	\$117,355	President	\$5,310	\$4,778	2023
Thomaston Meadows Inc	OH	\$117,348	President	\$87,539	\$93,833	2024
Mercy Housing Franciscan Campus Inc	CO	\$120,529	President	\$29,805	\$28,923	2024
2life Opus Inc	MA	\$117,303	President	\$36,606	\$33,290	2024
Monhegan Island Sustainable	ME	\$120,599	Treasurer	\$2,200	\$2,229	2024
Central Louisiana Independent Living Center	LA	\$120,619	President/ceo	\$21,418	\$23,868	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 626 organizations. Compensation range \$218–\$346,761; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$118,918); for reference, expenses \$140,552 and assets \$54,216.

ROLE MATCH Betty Thomes, reported title "GAMBLING MAN", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 475 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 22 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	13 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	4 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 (Betty Thomes) 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 626 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,150 is reasonable (approximately the 13th 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.