

West Central Missouri Oaktree Villa

Executive Director / CEO

EIN 431336341

MO · NTEE L21Z

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary Lou Schussler, Executive Director / CEO** (\$24,797) against **every comparable organization** that fit the selection criteria — **214** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

Benchmarked executive: Mary Lou Schussler — 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 (L21Z).

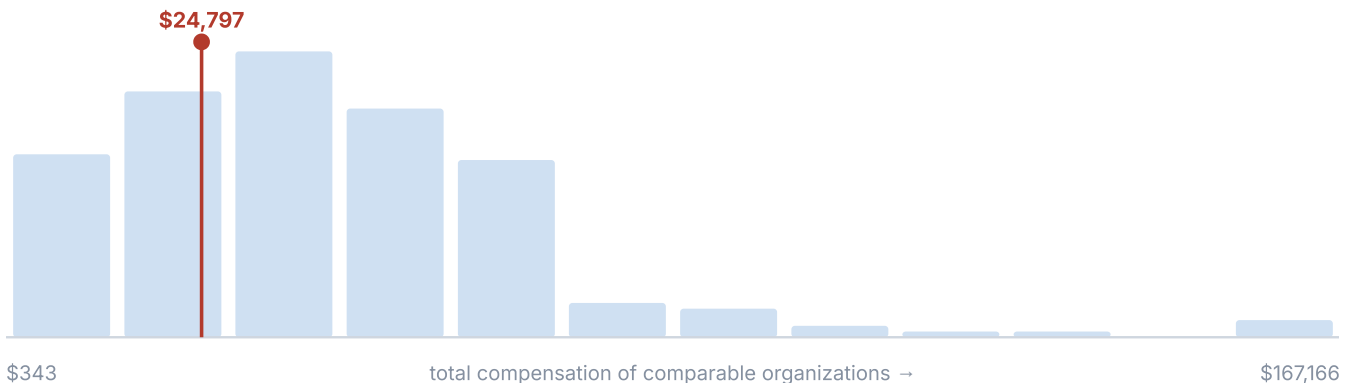
BUDGET Total revenue between \$173,560 and \$388,569 — 0.67x to 1.50x the subject's \$259,046 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

214 organizations qualified on sector, size, and geography

→ **214** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,507	\$20,765	\$36,299	\$53,458	\$64,788	\$24,797
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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 MO 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
The Crossings Of Amelia Inc	OH	\$258,565	Chief Executive Officer	\$8,517	\$8,742	2024
Edith Street Apartments Inc	CA	\$257,405	Former Exec Dir	\$15,870	\$13,673	2023
Plaza Del Sol Manor Inc	CO	\$261,876	Executive Dir.	\$34,362	\$31,932	2024
Serv Center Housing Corporation	NJ	\$255,242	President	\$58,960	\$51,017	2024
Hart Residences Inc	CT	\$263,431	Executive Di	\$11,320	\$10,590	2023
Snhs Elderly Housing Xi Inc	NH	\$254,568	Treasurer	\$53,564	\$46,697	2025
Chickasaw Development Corporation	AL	\$254,207	Secretary Treasurer	\$8,265	\$8,654	2024
Minnehaha County Supportive Housing	MN	\$264,357	President/tr	\$65,715	\$64,788	2023
Delano Commons Senior Housing	MN	\$252,437	Executive Vp Of Commonbond Housing	\$18,918	\$18,651	2023
Westfall Heights Housing	NY	\$252,359	President (Until 1/19/24)	\$32,299	\$28,286	2024
Noble Housing Corporation	ME	\$252,301	Interim President And Ceo	\$47,322	\$45,923	2024
Snhs Elderly Housing V Inc	NH	\$268,258	Treasurer	\$53,564	\$46,697	2025
Our Neighbors Inc	NC	\$268,874	Executive Dir.	\$39,000	\$38,047	2025
Lutheran Housing Of La Crosse Inc	WI	\$249,199	Chief Executive Officer	\$73,275	\$74,164	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Plazas De Merced	CO	\$269,480	Vice President	\$34,402	\$32,913	2023
Carolina Senior Living	NC	\$269,564	President/ceo	\$48,900	\$48,967	2024
Mcgee Plaza Housing Development Fund	NY	\$248,489	Executive Director	\$150,000	\$135,240	2023
Alexandria Senior Housing Inc	MN	\$247,725	President & Ceo	\$41,871	\$40,096	2024
Snhs Ashland Elderly Housing Inc	NH	\$272,981	Treasurer	\$53,564	\$46,697	2025
Grandview Second Corporation	RI	\$273,292	President - Trustee	\$83,575	\$77,664	2024
Leeway-putnam Housing Corporation	CT	\$274,517	Executive Director	\$56,722	\$51,542	2024
Snhs Elderly Housing Vi Inc	NH	\$242,562	Treasurer	\$53,564	\$46,697	2025
Asi Mobile Inc	MN	\$242,462	President/tr	\$68,006	\$63,445	2025
Fields Corner Housing Corporation	MA	\$276,402	Executive Director	\$3,850	\$3,353	2024
Reach Apartments Inc	OR	\$241,618	President & Ceo (Until Oct. 2023)	\$27,042	\$25,056	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2025 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 MO 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 **214** organizations. Compensation range \$343–\$167,166; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$259,046); for reference, expenses \$213,093 and assets \$254,755.
ROLE MATCH	Mary Lou Schussler, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	182 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	31 st
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	17 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 (Mary Lou Schussler) 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 214 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,797 is reasonable (approximately the 31st 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.