

West Central Greenleaf Estates

Executive Director / CEO

EIN 431336344
 MO · NTEE L20Z
 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 — **303** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

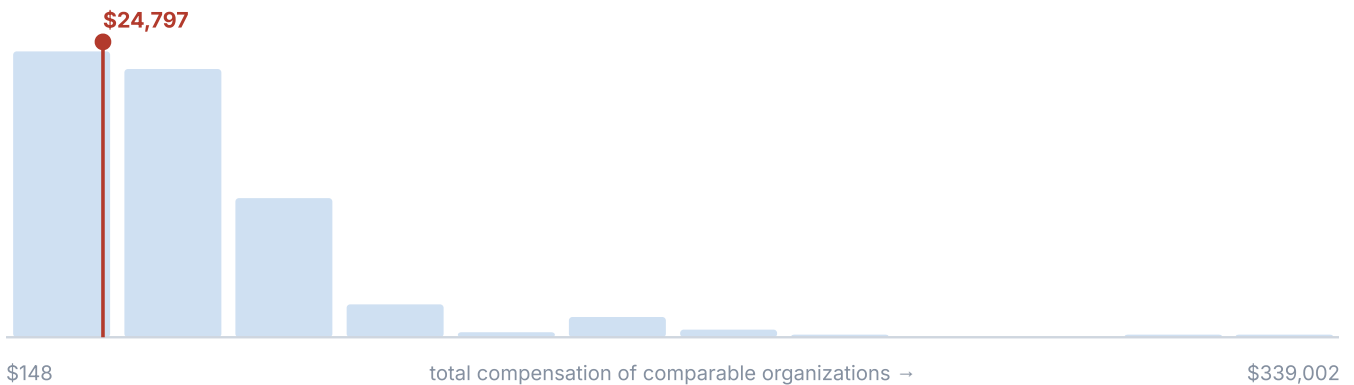
Benchmarked executive: Mary Lou Schussler — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20Z).
BUDGET	Total revenue between \$239,481 and \$536,152 — 0.67x to 1.50x the subject's \$357,435 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

303 organizations qualified on sector, size, and geography → **303** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,105	\$17,945	\$36,342	\$57,741	\$83,723	\$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
Hcha Redevelopment Authority Inc	TX	\$356,807	Finance Director	\$32,371	\$31,381	2024
Independent Living Horizons Six Inc	GA	\$356,696	President/ceo	\$21,151	\$21,219	2023
Hg Holding Housing Development Fund	NY	\$354,750	President & Ceo	\$34,117	\$29,107	2025
Hace Management Company	PA	\$353,706	President	\$168,371	\$167,529	2023
35 Hansborough Affordable Housing Inc	MA	\$353,267	President (As Of 1/2024)	\$19,566	\$17,040	2024
Lutheran Social Services Of Central Ohio	OH	\$361,947	President & Ceo	\$9,088	\$9,604	2023
Evergreen Village Inc	TX	\$352,685	Secretary/treasurer	\$17,946	\$16,949	2025
United Church Residences Of Rome Georgia Inc	OH	\$362,856	Treasurer	\$50,772	\$52,115	2024
Ivy Hill Development Corporation	CA	\$351,998	Chief Executive Officer	\$16,785	\$14,046	2024
Westerner Mutual Housing Association	CA	\$351,828	Ceo - Thru 9/24	\$27,359	\$22,895	2024
228 East 46th Street Housing Development	NY	\$363,165	Ceo	\$59,698	\$52,280	2024
Senior Citizens Overlook Inc	NY	\$350,254	Manager	\$54,534	\$47,757	2024
United Church Residences Of South Horn Lake	OH	\$365,136	Treasurer	\$34,230	\$36,173	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Asheville-buncombe Community Land Trust	NC	\$365,352	Executive Director	\$95,116	\$95,247	2024
United Church Residences Of Oxford	OH	\$347,987	Treasurer	\$50,772	\$52,115	2024
Hrh Neighborhood Hdfc Inc	NY	\$347,636	President &	\$20,444	\$17,904	2024
Rockport Affordable Housing Inc	MA	\$367,491	Executive Director	\$17,037	\$14,837	2024
Community Housing Expansion Of Austin	TX	\$367,669	President	\$343	\$342	2023
Support Services For The Developmentally Disabled	WA	\$368,006	Treasurer/executive Director	\$46,000	\$39,913	2024
Affordable Housing Solutions	GA	\$345,227	President	\$161,840	\$157,704	2024
St Mark's Terrace Dundee	NY	\$345,142	Administrator	\$60,607	\$53,076	2024
Don Pedro Development Corporation	NJ	\$345,000	President/ceo	\$10,348	\$9,219	2023
United Church Residences Of Ashland	OH	\$344,360	Treasurer	\$50,772	\$52,115	2024
Seventeenth Street Housing Development	NY	\$344,346	President & Ceo (Thru 4/23)	\$56,332	\$50,789	2023
United Church Residences Of Ellicott	OH	\$343,916	Treasurer	\$34,230	\$36,173	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	303 organizations. Compensation range \$148–\$339,002; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$357,435); for reference, expenses \$296,578 and assets \$342,954.
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	15 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	33 rd
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	38 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 303 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,797 is reasonable (approximately the 33rd 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.