

Woodlake Senior Residences Inc

Executive Director / CEO

EIN 431958299
 KS · NTEE L22
 FY ending 2024-05-31
 June 9, 2026

This analysis benchmarks the total compensation of **Byron Adrian, Executive Director / CEO** (\$2,639) against **every comparable organization** that fit the selection criteria — **296** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L22).
BUDGET	Total revenue between \$287,995 and \$644,766 — 0.67x to 1.50x the subject's \$429,844 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

296 organizations qualified on sector, size, and geography → **296** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,173	\$21,201	\$36,603	\$58,794	\$71,646	\$2,639
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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 KS 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
St Mary's Villa Inc	CO	\$429,831	Director	\$34,463	\$31,492	2023
Lssco Howland Glen Inc	OH	\$430,397	President & Ceo	\$9,088	\$9,173	2023
Colorado River Senior Citizens	CA	\$430,998	Former Direc	\$48,320	\$39,762	2023
Parker Home And Associates	CA	\$431,377	Asst Admin	\$43,777	\$36,024	2023
Mirabella Washington Foundation	WA	\$433,803	Director	\$38,074	\$31,553	2024
Golden Cross Senior Ministries Inc	TN	\$425,789	Executive Di	\$62,504	\$62,611	2023
Rochester Senior Housing Inc	MN	\$436,349	President/tr	\$65,715	\$60,105	2024
Sholom St Paul Senior Housing Inc	MN	\$422,892	Ceo	\$22,194	\$20,299	2024
Bay Aging Apartments Gloucester Inc	VA	\$437,000	President	\$17,050	\$15,238	2024
Villa Maria Residential Services	PA	\$421,953	Executive Manager	\$54,499	\$51,793	2023
Ucc Vi Inc	OH	\$421,691	Treasurer	\$50,772	\$49,776	2024
Columbus Regional Senior Living Inc	GA	\$421,430	Board Member & Ceo Crhs	\$137,288	\$131,550	2023
International Association Of	MO	\$418,580	Foundation Ceo	\$185,164	\$181,533	2024
Good Shepherd Senior Housing Corporation	CA	\$441,270	Chief Executive Officer	\$40,383	\$32,278	2024
Lutheran Social Services Of Central Ohio	OH	\$418,040	President & Ceo	\$9,088	\$9,173	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Assisi Homes Of Neenah Inc	CO	\$417,981	President	\$12,045	\$10,691	2024
Schoharie County Housing Development	NY	\$442,055	Executive Director	\$23,474	\$19,634	2024
Westminster Asbury East Inc	FL	\$442,573	Ceo/presiden	\$36,488	\$32,666	2023
Pueblo Senior Housing Inc	AZ	\$416,379	Chairman	\$32,113	\$28,587	2024
Opportunity Neighborhood	MN	\$415,039	Executive Director	\$74,223	\$67,887	2024
Good Samaritan League Of America Inc	ID	\$445,132	Ceo	\$79,778	\$78,556	2024
D'youville Elderly Housing Corporation	MA	\$445,176	Former President/ Ceo	\$2,380	\$2,038	2023
Chv Buckingham Housing Development Fund	NY	\$445,249	President	\$87,526	\$75,372	2023
Luther Towers Iv Of Dover Inc	DE	\$446,290	Executive Director	\$5,511	\$4,866	2025
Liberty Manor For Veterans Inc	FL	\$447,572	President	\$64,910	\$56,443	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 296 organizations. Compensation range \$285–\$342,538; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$429,844); for reference, expenses \$443,400 and assets \$1,759,283.

ROLE MATCH	Byron Adrian, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	236 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	27 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 (Byron Adrian) 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 296 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,639 is reasonable (approximately the 2nd 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.