

# Notre Dame Place Inc

Executive Director / CEO

EIN 453155531

TX · NTEE L22

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shannon Ortleb, Executive Director / CEO** (\$211,338) against **every comparable organization** that fit the selection criteria — 235 in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Shannon Ortleb — reported title "COO", 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 (L22).

**BUDGET** Total revenue between \$207,475 and \$464,497 — 0.67x to 1.50x the subject's \$309,665 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

**235** organizations qualified on sector, size, and geography

→ **235** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$9,906	\$19,239	\$36,246	\$58,350	\$78,878	<b>\$211,338</b>
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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 TX 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
<a href="#">Mackenzie Place 202-ii</a>	MO	\$309,227	President/ceo	\$41,197	<b>\$43,620</b>	2024
<a href="#">Catholic Housing Corporation Of Mt Penn</a>	PA	\$311,298	Chief Executive Officer	\$38,008	<b>\$39,011</b>	2023
<a href="#">Bridge House #11 Corporation</a>	NY	\$307,568	Ceo	\$18,651	<b>\$17,346</b>	2023
<a href="#">Caring Residential Services Ii Inc</a>	NJ	\$312,393	Pres And Exec Director Ope	\$157,895	<b>\$140,931</b>	2024
<a href="#">Keats Gardens Inc</a>	RI	\$312,852	Chief Executive Officer	\$47,926	<b>\$45,941</b>	2024
<a href="#">Walker Meadow Retirement Community Inc</a>	MI	\$306,434	President & Ceo	\$31,878	<b>\$33,865</b>	2023
<a href="#">Switzerland County Housing Inc</a>	IN	\$312,921	Office Manager	\$19,501	<b>\$20,559</b>	2024
<a href="#">Episcopal Community Housing Inc</a>	NY	\$314,851	President/c.e.o.	\$29,230	<b>\$26,405</b>	2024
<a href="#">East Liberty Supportive Housing Inc</a>	PA	\$315,404	Director And President	\$37,604	<b>\$37,488</b>	2024
<a href="#">Fowler Christian Apartments Iii Inc</a>	TX	\$315,435	Executive Director	\$24,666	<b>\$25,395</b>	2023
<a href="#">Statesville Elderly Housing Inc</a>	NC	\$303,518	President/ceo	\$48,900	<b>\$50,511</b>	2024
<a href="#">Edna Rhf Housing Inc</a>	CA	\$318,411	President/ceo	\$68,128	<b>\$58,810</b>	2024
<a href="#">Backbone Housing Inc</a>	MD	\$318,778	Secretary	\$69,648	<b>\$67,017</b>	2023
<a href="#">Pacific Housing Oahu Corporation</a>	HI	\$319,463	Executive Director/asst Se	\$12,712	<b>\$11,378</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">2life Opus Newton Inc</a>	MA	\$299,715	President/ceo	\$36,606	<b>\$32,885</b>	2024
<a href="#">Ucc Xviii Inc</a>	OH	\$298,976	Treasurer	\$50,772	<b>\$53,759</b>	2024
<a href="#">Station Creek Retirement Community Inc</a>	MI	\$320,896	President & Ceo	\$31,878	<b>\$33,865</b>	2023
<a href="#">Fellowship Fund For The Aged Housing Co</a>	NY	\$321,011	President/ceo/director	\$103,218	<b>\$93,242</b>	2024
<a href="#">Booth Manor Two Inc</a>	WI	\$321,276	President	\$9,613	<b>\$10,036</b>	2024
<a href="#">Good Samaritan Senior Housing</a>	NY	\$321,830	Ceo	\$57,200	<b>\$51,671</b>	2024
<a href="#">Mmiii Inc</a>	FL	\$322,106	Vice Preside	\$75,384	<b>\$70,795</b>	2024
<a href="#">Baileys Grove Retirement Community Inc</a>	MI	\$296,918	President & Ceo	\$31,878	<b>\$33,865</b>	2023
<a href="#">Lutheran Housing Services 13 Inc</a>	OH	\$296,914	President/ce	\$62,368	<b>\$67,987</b>	2023
<a href="#">Jawonio Residential Opportunities Iii Inc</a>	NY	\$322,555	Chief Executive Officer	\$72,553	<b>\$65,540</b>	2024
<a href="#">Friendship Plaza I Inc</a>	OH	\$296,095	Treasurer	\$34,230	<b>\$37,314</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **235** organizations. Compensation range \$2,201–\$425,433; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$309,665); for reference, expenses \$208,273 and assets \$7,341,000.
ROLE MATCH	Shannon Ortleb, reported title "COO", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	192 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	98 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	99 <sup>th</sup>
All sources (D + E + F), adjusted	45 <sup>th</sup>

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 (Shannon Ortleb) 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 235 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$211,338 is reasonable (approximately the 98<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.