

Olathe Good Samaritan Housing Inc

Executive Director / CEO

EIN 460396398

SD · NTEE L20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nathan Schema, Executive Director / CEO** (\$143,523) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L20).

BUDGET Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography

→ **33** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$6,408

\$15,182

\$24,540

\$38,057

\$61,064

\$143,523



■ 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 SD 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
Asset Holdings Inc	GA	\$0	Ceo/director	\$471,348	\$417,108	2024
Provident Group Girard Properties Inc	LA	\$0	President	\$27,395	\$27,333	2023
Douglas Gardens Holding Corp Inc	FL	\$0	President	\$14,478	\$11,971	2024
Fhcsd Housing Inc	CA	\$0	President, Ceo	\$60,907	\$47,655	2023
Cpnj-laurel Inc	NJ	\$0	President - Ceo	\$19,321	\$15,182	2024
Chesapeake Bay Housing Inc	VA	\$0	Chairman	\$17,050	\$14,489	2024
Esperanza Rhf Housing	CA	\$0	President/ceo	\$76,739	\$58,319	2024
Nsi - Lincoln County	MO	\$0	Ceo	\$5,743	\$5,353	2024
Perth Amboy Housing Inc	NJ	\$0	Executive Director	\$256,277	\$201,379	2024
1559 Boone Avenue Housing Development	NY	\$0	Ceo	\$41,741	\$33,196	2024
Menorah Plaza Housing Corporation	MN	\$0	Ceo	\$22,194	\$19,301	2024
Pine Gardens li Inc	CA	\$0	Cfo	\$32,291	\$24,540	2024
George Street Housing Inc	MA	\$0	President	\$43,890	\$34,712	2024
Wca Development Corporation	CA	\$0	President	\$29,978	\$22,782	2024
Visitacion Valley Affordable Housing	CO	\$0	President	\$22,009	\$18,574	2024
Tulsa Community Loan Fund Inc	OK	\$0	Executive Director	\$21,922	\$21,245	2024
Meadow On Seneca Housing Development	NY	\$0	President	\$35,098	\$27,913	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Corona-ely Ranch Inc	CA	\$0	President	\$39,896	\$30,319	2024
Greater Rochester Partnership	NY	\$0	President	\$26,994	\$21,468	2024
Supportive Housing Inc	TX	\$0	President And Ceo	\$44,840	\$39,476	2024
Ccbc Properties Inc	MA	\$0	President & Ceo	\$28,286	\$21,794	2025
Hdf Community Land Trust Inc	CT	\$0	President & Secretary	\$8,446	\$6,790	2025
Icl Southern Boulevard Housing	NY	\$0	Chair Person	\$25,107	\$20,557	2023
Cucs Housing Development Fund	NY	\$0	President	\$46,481	\$38,057	2023
Vanguard Housing Solutions Inc	GA	\$0	Former Presi	\$2,210	\$2,013	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD cost of living and 2023 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 SD 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	33 organizations. Compensation range \$2,013–\$417,108; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$0); for reference, expenses \$2,096 and assets \$0. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Nathan Schema, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	91 st
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 st

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 (Nathan Schema) 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 33 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$143,523 is reasonable (approximately the 91st 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.