

Usa Homestays Inc

Executive Director / CEO

EIN 465095445

IN · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sven Christiansen, Executive Director / CEO** (\$88,000) against **every comparable organization** that fit the selection criteria — **426** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

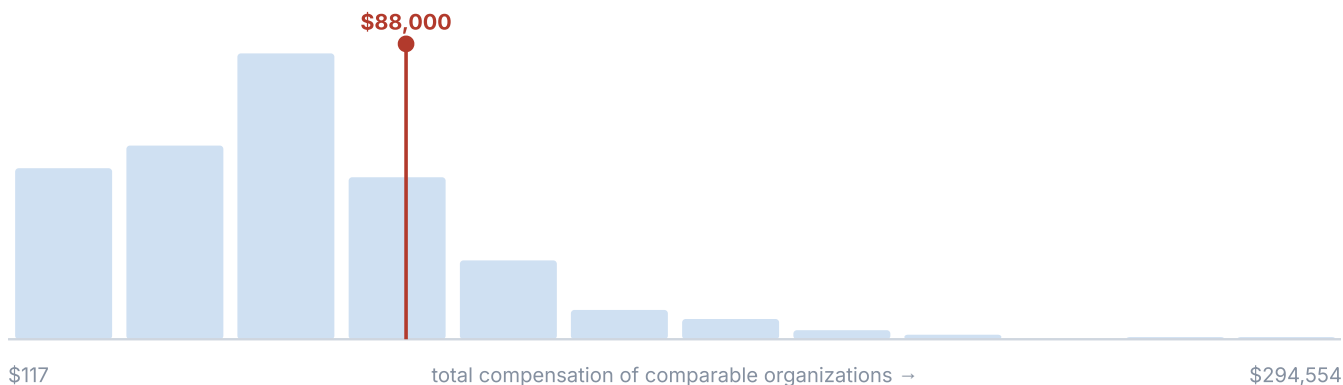
Benchmarked executive: Sven Christiansen — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$292,215 and \$654,214 — 0.67x to 1.50x the subject's \$436,143 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

426 organizations qualified on sector, size, and geography → **426** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,061	\$35,703	\$59,367	\$82,973	\$108,448	\$88,000
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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 IN 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
Daniel Academy Atlanta	GA	\$435,866	Ceodirector	\$22,100	\$20,467	2024
Colorado Agricultural Leadership	CO	\$435,088	Ceo	\$48,000	\$42,393	2024
Pupusas For Education	NC	\$437,399	Executive Dir.	\$2,760	\$2,627	2024
House Of Champions	OH	\$434,760	President And Executive Director	\$35,000	\$33,264	2025
Reaching Higher New Hampshire Inc	NH	\$434,231	Executive Director	\$115,995	\$101,564	2023
Duxbury Student Union Association	MA	\$438,132	Executive Director	\$94,389	\$80,431	2023
Abundant Education	CA	\$433,979	Ceo	\$98,500	\$78,341	2024
Cobalt Community Research	MI	\$438,520	President/ce	\$140,000	\$133,096	2024
Jackson Heart Foundation	MS	\$432,432	Executive Director	\$42,500	\$44,885	2023
Two Bikes	TN	\$432,119	Director	\$36,699	\$35,530	2024
East Side Institute For Group And Short	NY	\$440,618	Executive Director	\$90,000	\$77,119	2023
The Landing Place Inc	IN	\$441,860	Director	\$62,500	\$60,707	2024
Mala'ai	HI	\$442,003	Former Executive Director	\$73,360	\$60,495	2024
Project Reap	MA	\$429,301	Executive Dir.	\$159,433	\$135,857	2023
Willie L Brown Jr Institute On	CA	\$429,244	Executive Director	\$115,566	\$91,913	2024
Catch The Next Inc	TX	\$443,997	Ceo	\$100,223	\$95,067	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Uncw Research Foundation	NC	\$444,105	President	\$54,419	\$50,455	2025
Wisconsin Deca Center Inc	WI	\$427,921	Executive Director	\$18,591	\$18,411	2023
Romanza St Augustine Inc	FL	\$446,105	President	\$4,000	\$3,563	2023
Global Ties Alabama	AL	\$425,594	Executive Director	\$68,800	\$70,482	2023
Sati Center For Buddhist Studies	CA	\$425,533	Treasurer	\$36,000	\$27,894	2025
Creative Strategies For Change	CO	\$425,184	Executive Dir.	\$82,181	\$74,725	2023
Hamiltonian Artists Inc	DC	\$424,506	Executive Director	\$107,870	\$87,186	2024
Edina Education Fund	MN	\$448,216	Executive Director	\$60,008	\$53,206	2025
The Restorative Center Inc	NY	\$422,887	Excutive Director	\$130,769	\$108,838	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	426 organizations. Compensation range \$117–\$294,554; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$436,143); for reference, expenses \$450,560 and assets \$37,198.
ROLE MATCH	Sven Christiansen, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 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	78 th
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	72 nd

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 (Sven Christiansen) 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 426 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,000 is reasonable (approximately the 78th 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.