

Oldetowne Homes Inc

Executive Director / CEO

EIN 522016556
 MD · NTEE L99
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Sarah Norman, Executive Director / CEO** (\$20,272) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

Benchmarked executive: Sarah Norman — 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 (L99).
BUDGET	Total revenue between \$45,174 and \$101,137 — 0.67x to 1.50x the subject's \$67,425 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,315	\$19,428	\$24,545	\$46,633	\$56,398	\$20,272
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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 MD 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
Life Concepts Independent Living ll Inc	FL	\$65,896	Chief Executive Officer	\$24,427	\$24,545	2023
Central Ms Assisted Living Home	MS	\$72,000	Director	\$15,600	\$18,584	2023
Spring Place Inc	MD	\$72,580	President	\$20,272	\$20,272	2023
Bsdc Neighborhood Homes Hdfc	NY	\$74,983	President And Ceo	\$17,701	\$16,618	2024
Willard & Alpha Wiegrefe Foundation	MN	\$77,295	President	\$3,600	\$3,805	2023
Spectrum Haworth Home Inc	NJ	\$57,055	President/ceo	\$54,495	\$50,550	2024
Jsl Properties Inc	NY	\$51,147	Board Member / Corp Pres &	\$59,215	\$57,234	2023
Patriot Community Development Inc	TX	\$84,746	Treasurer	\$173,421	\$185,553	2023
Leeway-scattered Site Housing Inc	CT	\$91,224	Executive Director	\$29,593	\$29,679	2023
Valley Of The Sun School Properties Three	AZ	\$93,344	Director	\$19,940	\$20,512	2023
Hickernell Homes Inc	MD	\$95,239	President	\$20,272	\$20,272	2023
Housing Opportunites Made Easier	CA	\$97,236	Executive Director	\$61,468	\$55,144	2024
Pendlove Inc	TN	\$100,148	Executive Director	\$25,360	\$28,513	2023
Champion Place Inc	NY	\$100,442	Treasurer	\$8,287	\$7,780	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lss Housing South Willow Inc	WI	\$100,492	President	\$38,239	\$42,716	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	15 organizations. Compensation range \$3,805–\$185,553; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$67,425); for reference, expenses \$103,579 and assets \$413,827. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sarah Norman, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	27 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	40 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 (Sarah Norman) 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 15 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,272 is reasonable (approximately the 27th 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.