

Central Louisiana Independent Living Center

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dr Susan M Buchholtz, Executive Director / CEO** (\$21,418) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

Benchmarked executive: Dr Susan M Buchholtz — 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 (L80Z).

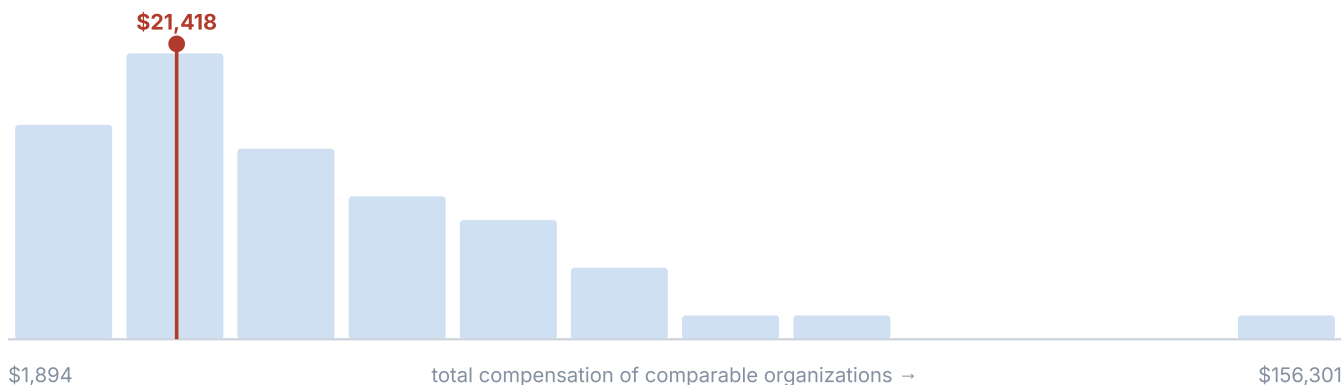
BUDGET Total revenue between \$80,814 and \$180,928 — 0.67x to 1.50x the subject's \$120,619 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography

→ **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,674

\$16,443

\$31,153

\$50,477

\$70,672

\$21,418



■ 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 LA 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
Bagley Housing Association	MI	\$121,214	President & Ceo	\$39,383	\$36,916	2024
Interstate I Affordable Housing Inc	NY	\$121,716	Vice President	\$39,986	\$32,814	2024
Blackrock-riverside Neighborhood	NY	\$119,062	Finance (Through 5/24)	\$2,308	\$1,894	2024
Sohum Housing Opportunities	CA	\$117,355	President	\$5,310	\$4,287	2023
Mobile Accessible Housing Inc	AL	\$125,332	President/ceo	\$53,238	\$50,886	2025
Whitehaven Economic Development	TN	\$126,000	Executive Di	\$50,710	\$48,407	2024
Asi - Anoka County Inc	MN	\$127,371	President/tr	\$68,006	\$59,453	2025
Shelter Ministries Inc	IN	\$113,817	Executive Director	\$24,462	\$23,427	2024
Oak Manor Associates	WA	\$109,450	President And Ceo	\$24,457	\$20,472	2023
Wentworth Corporation	RI	\$131,813	President	\$52,490	\$47,059	2023
Housing Works 874 Jefferson Avenue	NY	\$106,811	President & Ceo	\$16,962	\$14,331	2023
Thomas' Contentment Inc	MD	\$105,820	Ceo	\$7,826	\$6,645	2024
Ascendant Neighborhood Development	NY	\$135,879	Executive Dir/ President	\$185,000	\$156,301	2023
Oscar Housing Foundation	CA	\$105,151	Chief Executive Officer	\$61,000	\$49,249	2023
Ocl Properties Xiii Inc	NY	\$136,186	Chief Financial Officer	\$73,290	\$60,144	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stanton Accessible Apartments	CA	\$138,256	Ceo	\$61,000	\$49,249	2023
Lexington Senior Center Inc	MO	\$138,378	Executive Di	\$58,000	\$55,789	2024
Newburyport Affordable	MA	\$140,347	Executive Director	\$18,309	\$14,942	2024
Greater Lake City Community Development Corp Inc	FL	\$100,105	Executive Director	\$10,200	\$8,702	2024
1213 William Street Corporation	FL	\$98,568	Executive Director	\$20,037	\$17,094	2024
Riverview Resident Assistance Foundation	WA	\$98,197	Secretary & Treasurer	\$33,215	\$27,006	2024
Ebsv Community Development Inc	CA	\$143,735	President & Ceo	\$28,109	\$22,694	2023
Oak Hill Apartments	CA	\$144,861	Secretary/treasurer	\$39,437	\$30,926	2024
Coburn Woods Inc	OR	\$94,131	Treasurer	\$18,132	\$15,292	2024
Asi Ramsey County Inc	MN	\$92,103	President/tr	\$65,715	\$58,970	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 46 organizations. Compensation range \$1,894–\$156,301; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$120,619); for reference, expenses \$170,301 and assets \$540,662. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Dr Susan M Buchholtz, 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	2 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	35 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	78 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 (Dr Susan M Buchholtz) 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 46 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,418 is reasonable (approximately the 35th 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.