

# Shreveport Independent Living Inc

Executive Director / CEO

EIN 721245386

LA · NTEE P80Z

FY ending 2024-06-30

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 — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

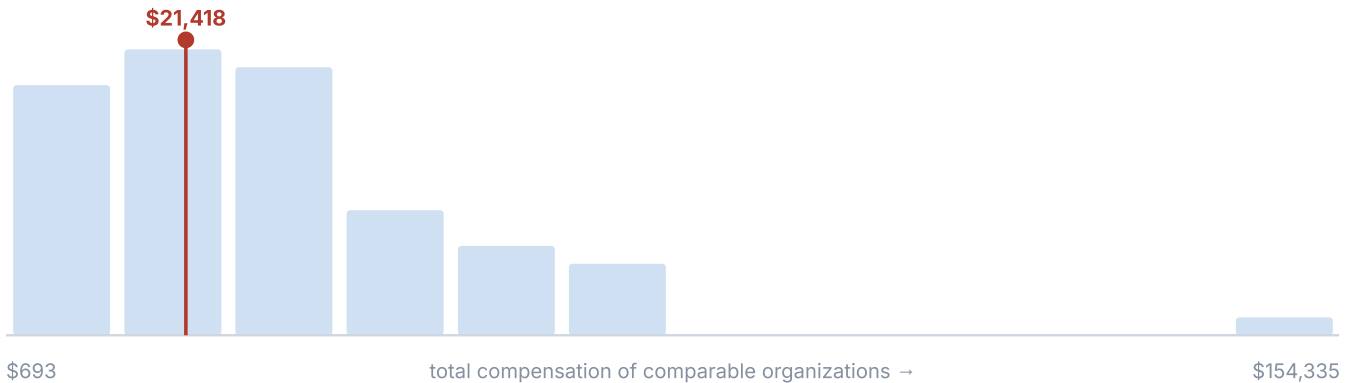
**Benchmarked executive:** Dr Susan M Buchholtz — reported title "President/CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

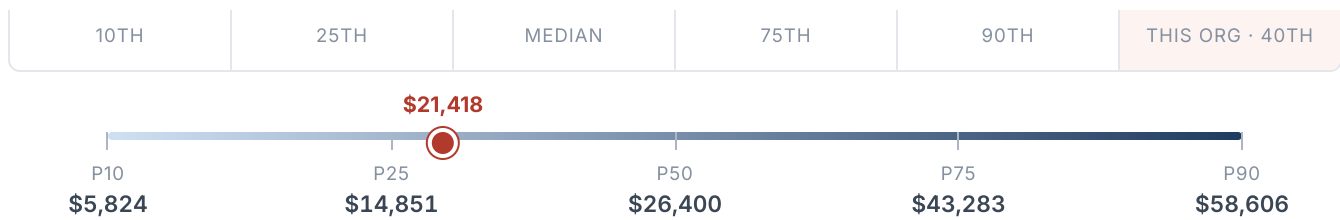
SECTOR	Organizations sharing the subject's NTEE classification (P80Z).
BUDGET	Total revenue between \$73,420 and \$164,374 — 0.67x to 1.50x the subject's \$109,583 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**62** organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,824	\$14,851	\$26,400	\$43,283	\$58,606	\$21,418
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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 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
<a href="#">Trpil</a>	PA	\$108,521	Ceo	\$19,158	<b>\$17,350</b>	2024
<a href="#">Intecare Housing Inc</a>	IN	\$111,668	President/ceo	\$55,402	<b>\$54,625</b>	2023
<a href="#">Step Into Life Ministries Inc</a>	PA	\$113,379	Exec Dir	\$6,240	<b>\$5,818</b>	2023
<a href="#">Brookshire New Birth Ministries</a>	TX	\$113,413	Director	\$14,400	<b>\$13,081</b>	2024
<a href="#">Homewerks Np</a>	CA	\$105,454	President	\$35,640	<b>\$27,949</b>	2024
<a href="#">Among Friends Activity Center Inc</a>	OK	\$113,835	Executive Di	\$44,500	<b>\$45,814</b>	2023
<a href="#">Northeast Accessible Golf</a>	MA	\$114,569	President/ed	\$16,000	<b>\$13,057</b>	2024
<a href="#">I Am That Woman Movement Inc Nfp</a>	IL	\$101,531	Ceo And Founder	\$1,099	<b>\$1,010</b>	2023
<a href="#">Restan Corp</a>	OH	\$117,770	President	\$11,008	<b>\$10,588</b>	2024
<a href="#">Christopher Housing</a>	WA	\$117,987	President And Ceo	\$24,457	<b>\$20,472</b>	2023
<a href="#">Heal Development Corporation</a>	OH	\$119,538	Ceo	\$5,477	<b>\$5,424</b>	2023
<a href="#">White Oak Housing Foundation</a>	CA	\$98,433	Ceo	\$61,000	<b>\$49,249</b>	2023
<a href="#">Smart Women Smart Money Educational Foundation</a>	IL	\$98,289	President	\$29,500	<b>\$26,338</b>	2024
<a href="#">Love On 4 Paws Inc</a>	CA	\$97,619	Admin Assistant	\$18,175	<b>\$14,253</b>	2024
<a href="#">W Connection Inc</a>	NY	\$122,851	Executive Di	\$33,396	<b>\$28,215</b>	2023
<a href="#">The American Roundtable To Abolish</a>	MA	\$123,680	President	\$189,117	<b>\$154,335</b>	2024
<a href="#">Neurostrong Wellness And Fitness</a>	TX	\$94,461	President	\$21,184	<b>\$19,244</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Latinos Norristown Pa</a>	PA	\$125,533	Program Coordinator	\$4,400	<b>\$4,271</b>	2022
<a href="#">Christ's Outreach For The Blind Inc</a>	MI	\$125,792	President	\$27,420	<b>\$26,462</b>	2023
<a href="#">Woods Foundation Of New Jersey Inc</a>	NJ	\$89,961	Treasurer	\$30,458	<b>\$25,426</b>	2023
<a href="#">Helping The Behaviorally Challenging</a>	CA	\$89,112	President And Ceo	\$30,000	<b>\$23,526</b>	2024
<a href="#">Valley Of The Sun School Properties One</a>	AZ	\$88,981	Board Member	\$18,515	<b>\$16,171</b>	2024
<a href="#">Methow Valley Riding Unlimited</a>	WA	\$130,663	Program Director	\$31,733	<b>\$25,801</b>	2024
<a href="#">Center For Wisdoms Women</a>	ME	\$130,877	Executive Director	\$72,127	<b>\$65,590</b>	2024
<a href="#">Miracle League Of Las Vegas</a>	NV	\$131,748	Executive Director	\$55,000	<b>\$50,067</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 62 organizations. Compensation range \$693–\$154,335; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$109,583); for reference, expenses \$144,626 and assets \$627,049.

**ROLE MATCH** Dr Susan M Buchholtz, reported title *"President/CEO"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	24 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	37 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (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 62 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,418 is reasonable (approximately the 40<sup>th</sup> 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.