

# Talitha Koum Womens Recovery House

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Linda Ostewig, Executive Director / CEO** (\$25,920) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34<sup>th</sup>** percentile of comparable organizations within the typical range

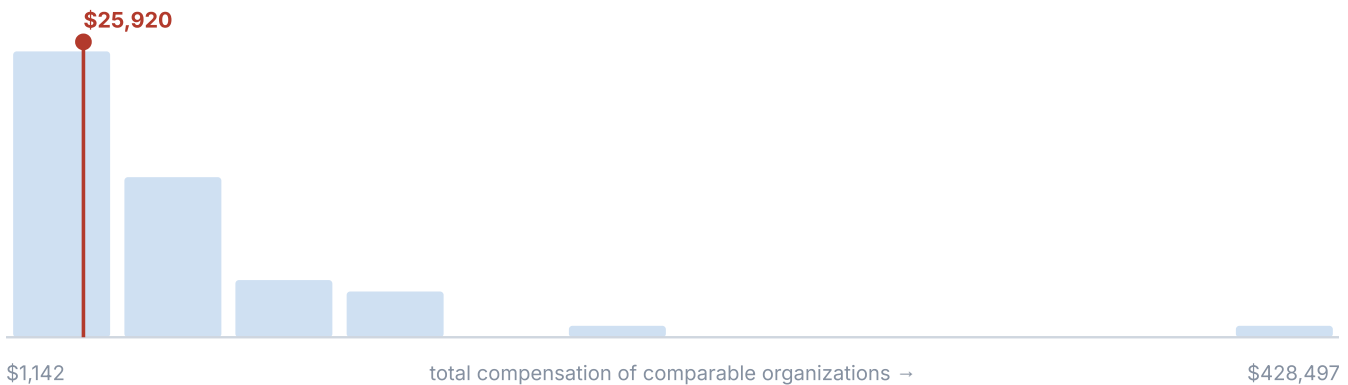
**Benchmarked executive:** Linda Ostewig — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T50).
BUDGET	Total revenue between \$138,182 and \$309,363 — 0.67x to 1.50x the subject's \$206,242 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

**50** organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,184	\$20,534	\$36,648	\$66,647	\$113,058	\$25,920
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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
<a href="#">Phillips County Healthcare Foundation</a>	CO	\$206,586	Executive Director	\$19,000	<b>\$17,786</b>	2023
<a href="#">Stop Poaching Now Inc</a>	FL	\$207,120	Managing Director	\$8,182	<b>\$7,289</b>	2024
<a href="#">The Grace Bomb Company</a>	MD	\$205,156	President	\$134,249	<b>\$122,532</b>	2023
<a href="#">Reconnect Shiurim Inc</a>	NJ	\$203,116	Secretary-director	\$28,350	<b>\$24,002</b>	2024
<a href="#">Marilyn Mcgowan Foundation Inc</a>	FL	\$209,648	Trustee	\$20,000	<b>\$17,816</b>	2024
<a href="#">Friends Of Haac Inc</a>	VA	\$210,575	Secretary-treasurer	\$454,573	<b>\$428,497</b>	2023
<a href="#">Graduate Medical Education Consortium Of Southwest</a>	VA	\$201,618	Executive Director	\$62,083	<b>\$58,522</b>	2023
<a href="#">Jackrabbit Homes Inc</a>	AZ	\$200,000	Ceo	\$28,454	<b>\$26,715</b>	2023
<a href="#">How Charities</a>	PA	\$213,624	Vice President	\$36,450	<b>\$34,469</b>	2024
<a href="#">Inside Out Club</a>	IL	\$214,308	Executive Director	\$69,583	<b>\$63,197</b>	2025
<a href="#">Gospel Mission Aviation Inc</a>	TN	\$214,357	President, Board Member And Program Manager	\$20,600	<b>\$20,533</b>	2024
<a href="#">Love It Once More Inc</a>	IL	\$216,821	President	\$34,917	<b>\$33,513</b>	2023
<a href="#">Hamlin Jaeger And Massina Charitable</a>	WV	\$216,933	Trustee	\$12,065	<b>\$12,753</b>	2023
<a href="#">Giving Square</a>	MD	\$217,790	Executive Director	\$74,280	<b>\$67,797</b>	2023
<a href="#">The Orchid Foundation</a>	NY	\$194,488	Treasurer	\$80,000	<b>\$70,575</b>	2023
<a href="#">Luma Arts Initiative Inc</a>	NY	\$218,180	President	\$30,000	<b>\$25,706</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Poor Bishop Hooper Inc</a>	MO	\$221,258	Executive Director	\$75,453	<b>\$75,782</b>	2024
<a href="#">Feeding The Fosters Inc</a>	FL	\$225,810	President, Treasurer	\$37,500	<b>\$32,544</b>	2025
<a href="#">Sports Creative Foundation</a>	NY	\$229,314	Ceo	\$19,950	<b>\$17,095</b>	2024
<a href="#">Ann Arbor Spark Foundation</a>	MI	\$182,887	President & Ceo	\$42,697	<b>\$41,790</b>	2024
<a href="#">Purple Flower Community Health &amp; Wellness Foundation</a>	TN	\$229,944	President	\$112,369	<b>\$112,005</b>	2024
<a href="#">Ddembe Inc</a>	MS	\$231,395	Director	\$30,000	<b>\$31,684</b>	2024
<a href="#">Benevolent And Protective Order Of Elks 2083 Los Alamos</a>	NM	\$233,155	Secretary	\$4,000	<b>\$3,975</b>	2025
<a href="#">Blue Tower Solutions Inc</a>	IL	\$234,494	Co-director	\$85,192	<b>\$79,421</b>	2024
<a href="#">New Mexico Casa Association Inc</a>	NM	\$241,336	Executive Director	\$100,000	<b>\$101,991</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 50 organizations. Compensation range \$1,142–\$428,497; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$206,242); for reference, expenses \$201,134 and assets \$243,315.

**ROLE MATCH** Linda Ostewig, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

**board should confirm this is a comparable role.**

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	34 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	32 <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 (Linda Ostewig) 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 10, 2026, comparing compensation against 50 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,920 is reasonable (approximately the 34<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 10, 2026.