

Ori Community And Evaluation Services

Executive Director / CEO

EIN 203201366
 OR · NTEE E05
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Michael Holmes, Executive Director / CEO** (\$36,824) against **every comparable organization** that fit the selection criteria — **1253** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E05).
BUDGET	Total revenue between \$288,799 and \$646,566 — 0.67x to 1.50x the subject's \$431,044 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,253 organizations qualified on sector, size, and geography → **1,253** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,600	\$38,074	\$64,849	\$94,526	\$139,887	\$36,824
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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 OR 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
Care Nest Homes Limited	PA	\$430,865	Manager	\$168,562	\$181,010	2023
Life Connections Counseling Center Inc	FL	\$430,849	Executive Director	\$92,031	\$90,427	2024
Women's Cancer Research Foundation	CA	\$431,240	President	\$185,371	\$167,421	2024
Aiken Pregnancy Care Center Inc	SC	\$430,610	Executive Director	\$45,000	\$50,553	2023
Lancaster County Medical Society	NE	\$430,515	Executive Di	\$95,115	\$107,000	2024
Syracuse Home Asociation Foundation	NY	\$431,610	Director Of Philanthropy	\$3,507	\$3,314	2024
Medical Dental Staff Of Jersey City	NJ	\$431,794	President	\$21,530	\$20,105	2024
High & Mighty Therapeutic Riding	NY	\$432,029	Executiver Director	\$76,767	\$72,555	2024
Clinical And Patient Educators	CO	\$432,034	President	\$15,158	\$15,202	2024
Consult Atlas Foundation	AZ	\$432,256	Chief Legal Officer	\$8,931	\$8,984	2024
Meadville Medical Center Foundation	PA	\$432,283	Ceo	\$205,163	\$220,313	2023
Argyle Emergency Squad Inc	NY	\$429,472	Vice President	\$1,500	\$1,460	2023
Cabarrus Women's Center Inc	NC	\$428,830	Executive Director	\$66,330	\$71,684	2024
The Holiday Heroes Foundation Inc	IL	\$433,342	Executive Di	\$82,500	\$84,832	2024
Agewell Pace	CA	\$428,704	Ceo	\$50,052	\$46,540	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Public Health Fund	PA	\$433,474	Member	\$175,125	\$188,057	2023
Interfaith Caregivers Of Greater Mercer County Inc	NJ	\$428,586	Exec Director	\$63,269	\$59,084	2024
Coastal Pregnancy Care Center	NC	\$428,493	Executive Dir.	\$55,250	\$59,710	2024
Congress Of Neurological Surgeons	IL	\$433,680	Chief Executive Officer- Cns	\$52,004	\$53,474	2024
Kansas City Medical Society Foundation	KS	\$427,998	Chief Executive Officer	\$107,110	\$124,605	2023
Center For Healthcare Careers Of	WI	\$427,710	Executive Director	\$138,970	\$151,802	2024
Florida Association For Infant Mental Health Inc	FL	\$427,546	Executive Director	\$94,497	\$92,850	2024
Pacific Communities Health District Fnd	OR	\$434,715	Executive Director	\$36,574	\$35,525	2024
Oregon Spinal Cord Injury Connection	OR	\$427,229	Executive Director	\$73,334	\$71,230	2024
Ohio State Health Inc	OH	\$427,170	President	\$110,927	\$122,886	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **1253** organizations. Compensation range \$20–\$3,424,207; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$431,044); for reference, expenses \$523,557 and assets \$72,248.
ROLE MATCH	Michael Holmes, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	283 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	58 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	24 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	13 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 (Michael Holmes) 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 1253 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,824 is reasonable (approximately the 24th 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.