

# House Of Peace And Education Inc

Executive Director / CEO

EIN 043300490

MA · NTEE S80

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Christian Orobello, Executive Director / CEO** (\$42,913) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Christian Orobello — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S80).

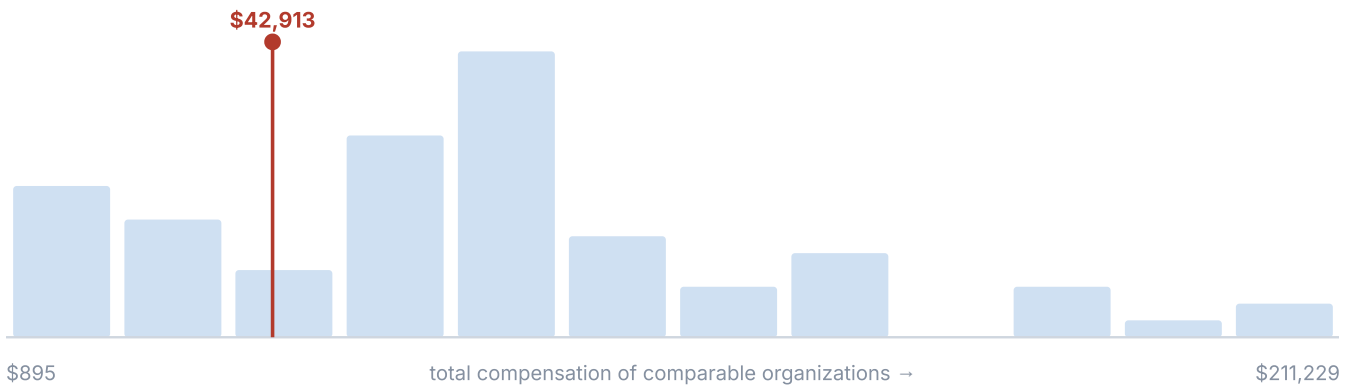
**BUDGET** Total revenue between \$290,317 and \$649,963 — 0.67x to 1.50x the subject's \$433,309 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

**69** organizations qualified on sector, size, and geography

→ **69** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,402	\$40,686	\$74,959	\$92,451	\$138,277	\$42,913
----------	----------	----------	----------	-----------	----------



## ● 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 MA 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="#">Danenet Inc</a>	WI	\$433,920	Executive Dir.	\$73,586	<b>\$88,048</b>	2023
<a href="#">Texans For Clean Water Inc</a>	TX	\$435,000	President And Director	\$53,654	<b>\$59,726</b>	2024
<a href="#">Native American Food Sovereignty</a>	AZ	\$427,502	Executive Dir.	\$109,889	<b>\$117,606</b>	2024
<a href="#">Gibt National Help Center Inc</a>	CA	\$440,006	Executive Director	\$78,461	<b>\$75,395</b>	2024
<a href="#">Leadership Houston Inc</a>	TX	\$422,136	Executive Di	\$93,339	<b>\$103,902</b>	2024
<a href="#">Remote Energy</a>	WA	\$421,740	Managing Director	\$33,439	<b>\$33,316</b>	2024
<a href="#">Central Ia Center For Independent Living</a>	IA	\$448,514	Executive Director	\$66,950	<b>\$79,473</b>	2025
<a href="#">Conway Center For Family Business</a>	OH	\$450,438	Executive Di	\$138,112	<b>\$162,786</b>	2024
<a href="#">Lynden Communitysenior Center</a>	WA	\$413,188	Former Executive Director	\$56,348	<b>\$56,140</b>	2024
<a href="#">Wisconsin Coalition Of Independent</a>	WI	\$412,775	Executive Director	\$111,676	<b>\$129,789</b>	2024
<a href="#">Tricounty Community Network Inc</a>	PA	\$405,524	Executive Director	\$160,735	<b>\$183,644</b>	2023
<a href="#">Pine Bluffs Senior Center Inc</a>	WY	\$404,472	Executive Dir.	\$44,602	<b>\$53,149</b>	2024
<a href="#">Volunteer Center Of Cedar Valley</a>	IA	\$403,233	Executive Director	\$87,185	<b>\$106,232</b>	2024
<a href="#">East Cambridge Business Association</a>	MA	\$465,872	Executive Director	\$163,149	<b>\$163,149</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Center For Community Service Fund</a>	WA	\$465,997	President	\$20,238	<b>\$20,163</b>	2024
<a href="#">Kiwanis Club Of Lehigh Acres</a>	FL	\$398,789	Treasurer	\$38,919	<b>\$40,686</b>	2024
<a href="#">Sunset Park District Management</a>	NY	\$468,235	Executive Direc	\$63,780	<b>\$64,136</b>	2024
<a href="#">New Hope Resource Center</a>	WA	\$394,474	New Hope Director	\$30,586	<b>\$30,473</b>	2024
<a href="#">Women's Mentoring Network Inc</a>	CT	\$393,469	Executive Director	\$82,500	<b>\$88,623</b>	2023
<a href="#">Choice For All</a>	NY	\$473,457	Ceo	\$81,290	<b>\$87,608</b>	2022
<a href="#">Community Dispute Resolution Center Inc</a>	NY	\$392,888	Executive Director	\$76,398	<b>\$76,824</b>	2024
<a href="#">Pregnancy Counseling Center</a>	CA	\$473,739	Executive Dir.	\$93,451	<b>\$92,451</b>	2023
<a href="#">Oregon Head Start Association</a>	OR	\$392,740	Executive Dir.	\$90,045	<b>\$93,055</b>	2024
<a href="#">C Waldo Scott Center For Hope Inc</a>	VA	\$390,470	Executive Di	\$65,702	<b>\$72,681</b>	2023
<a href="#">Esperanto League For North America Inc</a>	CA	\$378,224	Executive Dir.	\$30,000	<b>\$29,679</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **69** organizations. Compensation range \$895–\$211,229; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$433,309); for reference, expenses \$454,734 and assets \$600,518.
ROLE MATCH	Christian Orobello, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	28 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	28 <sup>th</sup>
Reportable pay only (column D), adjusted	30 <sup>th</sup>
All sources (D + E + F), adjusted	23 <sup>rd</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 (Christian Orobello) 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 69 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,913 is reasonable (approximately the 28<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.