

# Soteni Inc

Executive Director / CEO

EIN 200041518

OH · NTEE P99

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Pooja Rachewad Md, Executive Director / CEO** (\$44,769) against **every comparable organization** that fit the selection criteria — **182** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 41<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Dr Pooja Rachewad Md — reported title “Operations Manager”, 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 (P99).

**BUDGET** Total revenue between \$189,962 and \$425,289 — 0.67x to 1.50x the subject's \$283,526 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

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

→ **182** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$11,814

\$28,457

\$56,007

\$74,166

\$93,913

**\$44,769**



## ■ 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 OH 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="#">Senior Charity Care Foundation</a>	UT	\$284,718	Executive Di	\$22,965	<b>\$22,779</b>	2024
<a href="#">Birth Companions Community Center</a>	CA	\$281,781	Director	\$21,600	<b>\$18,076</b>	2024
<a href="#">The Ohio Legislative Black Caucus Foundation</a>	OH	\$281,386	President And Ceo	\$94,700	<b>\$97,206</b>	2024
<a href="#">Moving Waters</a>	TX	\$280,705	Exec Directo	\$42,969	<b>\$41,656</b>	2024
<a href="#">Pohaku Pelemaka</a>	HI	\$280,366	Executive Di	\$84,728	<b>\$73,516</b>	2024
<a href="#">Nuestra Alianza De Willits</a>	CA	\$277,613	Exec. Director	\$11,274	<b>\$9,713</b>	2023
<a href="#">Loveone</a>	OR	\$276,616	Executive Director	\$21,287	<b>\$19,724</b>	2023
<a href="#">Dry Dock Corporation</a>	CA	\$290,465	Executive Director And Treasurer	\$59,700	<b>\$51,436</b>	2023
<a href="#">Aging Together Corporation</a>	VA	\$275,643	Executive Dir.	\$90,932	<b>\$82,895</b>	2025
<a href="#">Greater Boston Real Estate Board</a>	MA	\$291,834	Ceo	\$39,071	<b>\$35,031</b>	2023
<a href="#">Mountain View Christian Counseling</a>	SC	\$274,984	Director	\$78,750	<b>\$81,971</b>	2023
<a href="#">Wiley Kennedy Foundation</a>	SC	\$274,637	Executive Director	\$28,975	<b>\$30,160</b>	2023
<a href="#">Elder Orphan Care</a>	NC	\$292,680	Executive Director	\$59,208	<b>\$61,041</b>	2023
<a href="#">Thoroughfare Representative Services Incorporated</a>	MN	\$271,711	Executive Director	\$110,481	<b>\$108,923</b>	2023
<a href="#">Destiny Of Hope</a>	MO	\$295,413	Executive Dir.	\$20,833	<b>\$21,384</b>	2024
<a href="#">Crisis Consulting International</a>	CA	\$271,599	President	\$30,000	<b>\$25,847</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Edgehill Neighborhood Partnership</a>	TN	\$271,179	Executive Dir.	\$93,280	<b>\$97,830</b>	2023
<a href="#">Connections Ministry Inc</a>	LA	\$296,729	President	\$78,997	<b>\$84,301</b>	2024
<a href="#">Newbirth Outreach Center</a>	AL	\$297,290	Director	\$15,960	<b>\$17,203</b>	2023
<a href="#">Moco Pride Center Inc</a>	MD	\$297,753	Ceo	\$80,000	<b>\$72,484</b>	2024
<a href="#">Project Athena Foundation</a>	AZ	\$267,730	Secretary	\$26,500	<b>\$25,429</b>	2023
<a href="#">Gold Star Peak Inc</a>	AK	\$300,450	President	\$80,000	<b>\$76,312</b>	2023
<a href="#">Improving Healthcare Culture</a>	MA	\$266,237	President	\$60,000	<b>\$53,796</b>	2023
<a href="#">A Loving Choice Adoption Associates</a>	NJ	\$266,226	Executive Dir.	\$39,000	<b>\$33,746</b>	2024
<a href="#">Federation Of Families Of Florida Inc</a>	FL	\$265,746	Executive Director	\$64,250	<b>\$60,223</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH cost of living and 2025 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 OH 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** 182 organizations. Compensation range \$766–\$535,666; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$283,526); for reference, expenses \$337,917 and assets \$148,400.

**ROLE MATCH** Dr Pooja Rachewad Md, reported title *"Operations Manager"*, 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** 11 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	41 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	41 <sup>st</sup>
Reportable pay only (column D), adjusted	45 <sup>th</sup>
All sources (D + E + F), adjusted	37 <sup>th</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 Pooja Rachewad Md) 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 182 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,769 is reasonable (approximately the 41<sup>st</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.