

Otr Holdings Inc

Executive Director / CEO

EIN 202363373

OH · NTEE S47

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Adam Gelter, Executive Director / CEO** (\$58,751) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Adam Gelter — reported title “EVP, DEVELOPMENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S47).

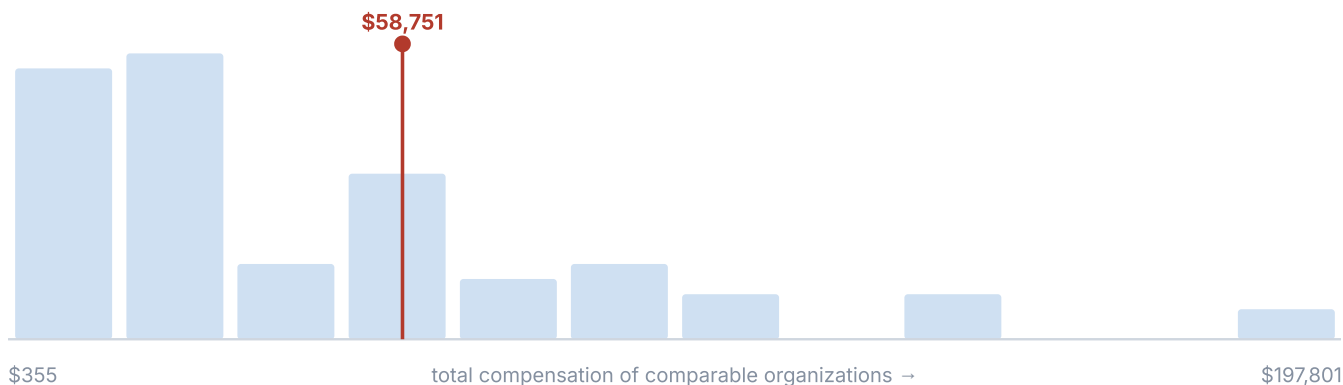
BUDGET Total revenue between \$210,465 and \$471,190 — 0.67x to 1.50x the subject's \$314,127 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

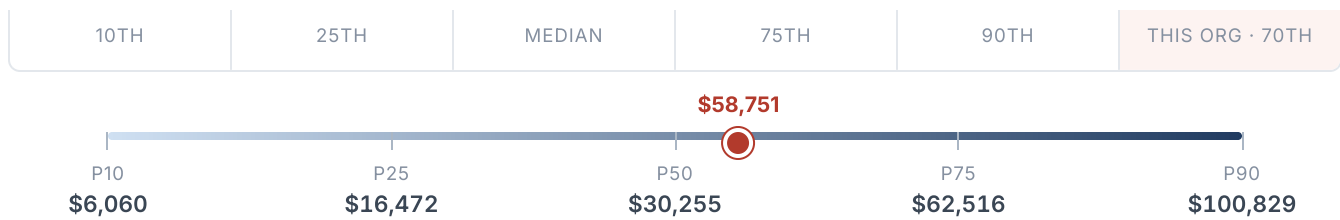
70 organizations qualified on sector, size, and geography

→ **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,060	\$16,472	\$30,255	\$62,516	\$100,829	\$58,751
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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 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
Dearborn Board Of Realtors	MI	\$314,324	Association Executive	\$57,570	\$54,493	2024
Scranton Electricians Jatc Building Inc	PA	\$315,095	Chairman	\$62,396	\$57,063	2024
Rain Properties Inc	NY	\$316,315	President/ceo/secretary	\$21,111	\$18,011	2023
Columbia-greene Board Of Realtors	NY	\$316,549	Association	\$134,808	\$111,713	2024
Acts 2 Toledo	OH	\$310,935	Program Dire	\$64,364	\$62,517	2024
701-703 Mccarter Holding Company Inc	NJ	\$320,273	Treasurer	\$12,000	\$9,826	2024
latse Realty Corporation	CA	\$306,858	Director	\$132,051	\$104,569	2024
Electrical Workers Association Of Americ	LA	\$323,230	President	\$30,101	\$29,613	2025
2722 S King Drive Llc	IL	\$325,000	President	\$82,232	\$74,139	2024
Institute Of Real Estate Management	MD	\$328,805	Executive Director	\$166,726	\$142,946	2024
North Palm Beach County Jewish Community	FL	\$331,149	Chief Executive Officer	\$60,207	\$51,869	2024
Foundation For Jewish Life At Dartmouth	NH	\$295,770	Director	\$31,571	\$26,045	2025
Institute Of Real Estate Mngmt	CA	\$332,622	Executive Dir.	\$99,700	\$78,951	2024
Orange Coast Association Of Realtors Inc	CA	\$332,695	Ceo	\$72,220	\$57,190	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Pendleton Inc	WV	\$295,448	Administrator	\$24,451	\$24,279	2024
Local 78 Realty Corp	NY	\$295,276	Business Manager	\$115,647	\$95,835	2024
Community Solutions 519 Rockaway	NY	\$294,876	Chief Program Officer	\$38,607	\$31,993	2024
Poah Nmtc2 Title Holding Corporation Co	MA	\$337,504	Director/president	\$30,476	\$25,115	2024
Electcrafts Incorporated	CA	\$343,468	President	\$5,327	\$4,218	2024
Ucc Realty Holding Company Inc	NJ	\$346,226	Executive Director	\$8,842	\$7,454	2023
Lexington-bluegrass Association Of	KY	\$346,282	President	\$1,500	\$1,478	2024
Saunders Properties Of Western New York	NY	\$348,078	President/cmo/ceo	\$37,284	\$30,896	2024
National Association Of Credit	MD	\$274,174	President	\$39,005	\$33,442	2024
Hispanic Resources Inc	MA	\$272,218	Treasurer	\$5,128	\$4,226	2024
Noitu Organization Building Corp	NY	\$270,208	President	\$109,321	\$90,593	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 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.

● Sample, role match & sensitivity

PEER COUNT **70** organizations. Compensation range \$355–\$197,801; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$314,127); for reference, expenses \$512,171 and assets \$25,278,197. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Adam Gelter, reported title " <i>EVP, DEVELOPMENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	55 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	70 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	90 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 (Adam Gelter) 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 70 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,751 is reasonable (approximately the 70th 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.