

Orange County Community Supporting

Executive Director / CEO

EIN 203443028

IN · NTEE S122

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Imojean Dedrick, Executive Director / CEO** (\$4,230) against **every comparable organization** that fit the selection criteria — **142** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Imojean Dedrick — reported title "EXECUTIVE DIRECTOR (THRU 12/31/23)", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

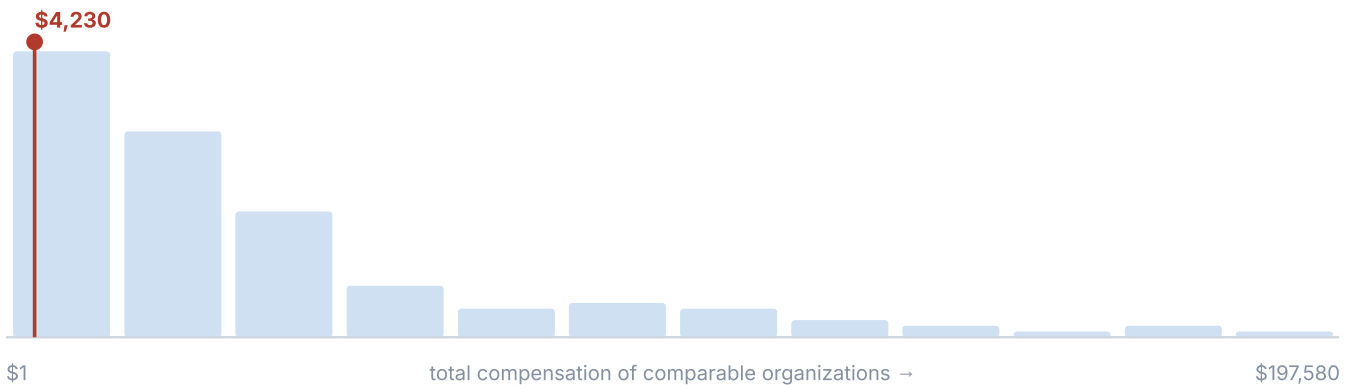
SECTOR Organizations sharing the subject's NTEE classification (S122).

BUDGET Total revenue between \$34,837 and \$77,995 — 0.67x to 1.50x the subject's \$51,997 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

142 organizations qualified on sector, size, and geography → **142** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,318	\$11,771	\$24,178	\$45,198	\$95,452	\$4,230
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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
Pidc Financing Corporation	PA	\$51,975	Executive Vice President	\$72,708	\$68,756	2024
Pedro Bay Benefits Corporation Inc	AK	\$52,061	Executive Di	\$38,880	\$35,248	2024
Virginia Society Of Professional	VA	\$52,347	Cfo	\$16,500	\$15,107	2024
Advancect Foundation Inc	CT	\$52,816	President	\$24,386	\$21,682	2024
Clt Impact Investors	NC	\$51,175	Director	\$128,400	\$125,807	2024
Will County Community Action	IL	\$53,465	Fiscal Agent	\$9,683	\$9,294	2023
Lakewood Heritage Foundation	MN	\$50,095	President	\$21,699	\$20,332	2024
Business Resource And Investment Service	NY	\$50,081	Executive Director	\$134,848	\$115,548	2024
Caldwell 2020 Inc	NC	\$50,000	President & Ceo	\$46,200	\$44,100	2025
Greater Haines Chamber Of Commerce	AK	\$54,003	Executive Director	\$29,812	\$28,966	2022
International Heavy Haul	VA	\$54,091	Ceo	\$23,550	\$21,562	2024
American Ismaili Chamber Of Commerc	TX	\$54,118	Assistant Di	\$95,000	\$92,775	2023
Urban Community Developers Inc	KY	\$54,511	Vice President	\$144,000	\$151,038	2023
Ghf Residential Services	ME	\$54,863	President/ceo	\$96,584	\$91,710	2024
Local 108 Realty Corporation	NJ	\$55,175	Trustee	\$24,089	\$20,395	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Corryville Community Development	OH	\$48,782	Executive Director (Until 3/31/23)	\$104,977	\$108,549	2023
Heat Danceline Incorporated	CA	\$48,680	Chief Executive Officer	\$1,800	\$1,474	2024
Gurwin Affiliated Health Services Inc	NY	\$55,541	President & Ceo	\$146,884	\$129,580	2023
Delta Sigma Phi Title Holding Company	IN	\$48,287	Executive Director	\$30,845	\$30,845	2024
The Partnership Foundation Inc	MS	\$55,821	Secretary	\$20,071	\$21,198	2024
Madrone Community Development Foundation	CA	\$48,054	President	\$33,750	\$27,635	2024
Northstar Property Corporation Of Pa	PA	\$47,963	Member	\$7,401	\$6,999	2024
Ste Genevieve Chamber Of Commerce	MO	\$56,211	Exec Directo	\$59,169	\$57,895	2025
Lazear Domestic Water Co	CO	\$47,722	Secretary-treasurer	\$2,400	\$2,182	2024
Gathering Ground Inc	NJ	\$56,320	Executive Director	\$38,739	\$33,767	2023

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.

Sample, role match & sensitivity

PEER COUNT **142** organizations. Compensation range \$1–\$197,580; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$51,997); for reference, expenses \$28,048 and assets \$1,197,848. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Imojean Dedrick, reported title " <i>EXECUTIVE DIRECTOR (THRU 12/31/23)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	13 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	61 st

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 (Imojean Dedrick) 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 142 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,230 is reasonable (approximately the 13th 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.