

The Oped Project Public Knowledge Fund Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Catherine Orenstein, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **152** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

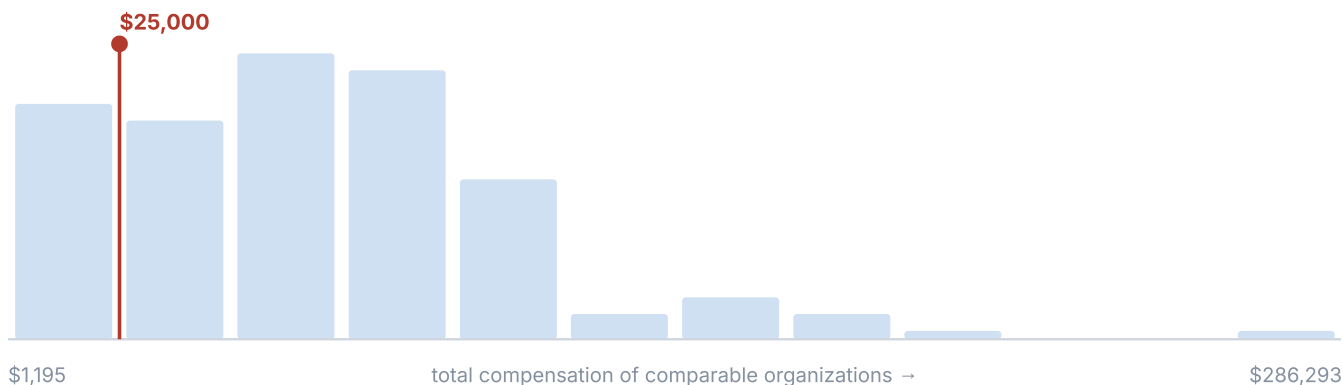
Benchmarked executive: Catherine Orenstein — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$208,081 and \$465,855 — 0.67x to 1.50x the subject's \$310,570 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

152 organizations qualified on sector, size, and geography → **152** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,955	\$34,533	\$64,883	\$93,012	\$108,415	\$25,000
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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 NY 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
Well For The Journey Inc	MD	\$310,084	Executive Di	\$83,700	\$86,597	2024
Adagio Institute Inc	TX	\$311,557	Summers	\$66,464	\$75,748	2023
Stronghold Leadership	PA	\$307,572	Executive Director	\$93,333	\$103,001	2024
Leadership Greater Mchenry County	IL	\$313,863	Executive Di	\$89,404	\$94,761	2025
Hannahs House	NJ	\$314,646	Executive Director	\$18,240	\$18,022	2024
Progress For Good Inc	NY	\$314,802	Founder	\$31,333	\$32,258	2023
Literacy Volunteers Of Greater Waterbury	CT	\$314,920	Executive Director	\$90,569	\$96,751	2023
Leadership Education Mission Alliance Lema Inst	MI	\$315,656	President	\$70,000	\$79,958	2024
Harrison Co Alternative Educ Center	IN	\$304,887	Director	\$78,750	\$94,618	2023
Nowmattersnow Org	WA	\$316,324	President, Treasurer, & Ceo	\$155,600	\$154,167	2024
Florida Council On Crime And Deliqu	FL	\$302,882	Executive Se	\$15,000	\$15,594	2024
Ploughshare Institute For Sustainable	TX	\$319,261	Vice President	\$21,750	\$24,788	2023
The Conservative Agenda Project	CT	\$301,250	President And Director	\$268,000	\$286,293	2023
Virginia Head Start Associationinc	VA	\$321,006	Executive Di	\$83,888	\$89,636	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nevada Water Resources Association	NV	\$298,632	Executive Co	\$75,529	\$83,783	2024
Mindful Birthing And Parenting	CA	\$323,526	Vice President	\$28,550	\$27,282	2024
Instituto Para El Desarrollo Humano	PR	\$297,025	Operations Director	\$31,925	\$32,868	2023
Giw Childrens Council Inc	NE	\$296,492	Director	\$74,428	\$88,589	2024
Epiphany Women In Focus	CA	\$296,387	Ceo	\$62,000	\$60,997	2023
The Boston Society Inc	MA	\$295,315	Executive Di	\$144,423	\$147,864	2023
California State Society For Opticians	CA	\$326,005	Executive Officer	\$42,600	\$40,708	2024
Ct League Of Conservation Voters	CT	\$327,117	President	\$64,739	\$67,174	2024
Starting Now Corporation	FL	\$328,951	Director	\$72,664	\$77,773	2023
Clifford Antone Foundation	TX	\$329,181	Executive Director	\$68,500	\$75,829	2024
Cleveland Empowerment Foundation	MS	\$332,100	Director, Ch	\$27,217	\$34,537	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 152 organizations. Compensation range \$1,195–\$286,293; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$310,570); for reference, expenses \$32,082 and assets \$2,450,526. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Catherine Orenstein, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	15 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 (Catherine Orenstein) 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 152 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 18th 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.