

Evolve Mentoring

Executive Director / CEO

This analysis benchmarks the total compensation of **Tolulope Omokaiye, Executive Director / CEO** (\$41,333) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Tolulope Omokaiye — 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).

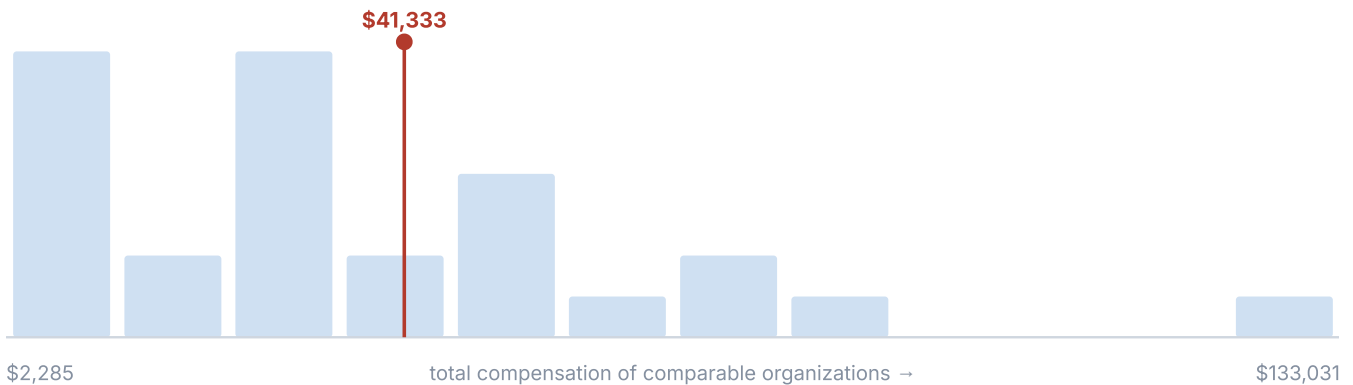
BUDGET Total revenue between \$67,654 and \$151,465 — 0.67x to 1.50x the subject's \$100,977 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,136	\$12,739	\$31,763	\$53,518	\$75,161	\$41,333
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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 NC 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
Northwest Tennessee	TN	\$101,975	President/ce	\$56,923	\$54,031	2024
Texas Arabic Academy Inc	TX	\$102,125	Ceo	\$22,000	\$19,872	2024
Mammacare Foundation Inc	FL	\$94,855	President	\$19,322	\$15,969	2025
War Legacies Project Inc	VT	\$94,564	Executive Director/board Secretary	\$49,448	\$44,944	2024
Beauty Certified Education Association	MN	\$92,935	Board Member/executive Director	\$51,406	\$45,869	2024
Maury Seldin Advanced Studies	FL	\$90,703	Chairman/pre	\$10,800	\$9,162	2024
Academy For Lifelong Learning	NY	\$114,020	Executive Di	\$81,673	\$64,926	2025
Washington Baptist Seminary	DC	\$114,397	President	\$12,000	\$9,509	2024
Literacy Volunteers Of America Bitterroot Inc	MT	\$114,411	Executive Director	\$75,481	\$75,643	2023
Nevada Christian Institute	NV	\$115,276	Secretary	\$10,500	\$9,504	2024
New Vision For Children And Families Services Inc	NY	\$84,688	President	\$30,500	\$25,623	2023
Healthy Congregations Inc	OH	\$80,104	Ceo/executive Director	\$31,251	\$30,772	2023
Rocky Mountain Sustainable Living Assoc	CO	\$122,850	Director	\$61,215	\$53,005	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Literacy Volunteers At Centenary	LA	\$77,776	Executive Director	\$32,800	\$32,614	2024
Foundation For Coffee Knowledge	IL	\$76,013	Ceo	\$2,500	\$2,285	2023
National African-american Women's Leadership Institute	TX	\$131,195	Executive Director	\$36,458	\$32,932	2024
Principle Based Leadership	CA	\$69,732	President & Ceo	\$9,016	\$7,238	2023
Beat The Streets Detroit Inc	MI	\$69,549	Board Member	\$39,500	\$36,817	2024
Vermont Federation Of Sportsmen's	VT	\$132,930	President	\$30,000	\$27,268	2024
Ohio Nurses Association Foundation	OH	\$68,257	Ceo	\$32,257	\$31,763	2023
Center For Arts Design And Social	MA	\$135,560	Executive Director	\$89,581	\$74,839	2023
Khatib Bridge And Education Of Palm City Inc	FL	\$145,880	Manager	\$10,000	\$8,734	2023
Sewanee Church Music Conference	AL	\$146,071	Conference Director	\$3,000	\$3,013	2023
Effective Management Association Corp	IL	\$146,424	Past Board Member	\$59,255	\$54,158	2023
Christian Heritage Home	WA	\$149,107	Director	\$30,000	\$24,255	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2022 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 NC 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	27 organizations. Compensation range \$2,285–\$133,031; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$100,977); for reference, expenses \$133,412 and assets \$17,784.
ROLE MATCH	Tolulope Omokaiye, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	63 rd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	59 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 (Tolulope Omokaiye) 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 27 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$41,333 is reasonable (approximately the 63rd 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.