

Ohio Nurses Association Foundation

Executive Director / CEO

EIN 311733451

OH · NTEE B60

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Ochs, Executive Director / CEO** (\$32,257) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B60).

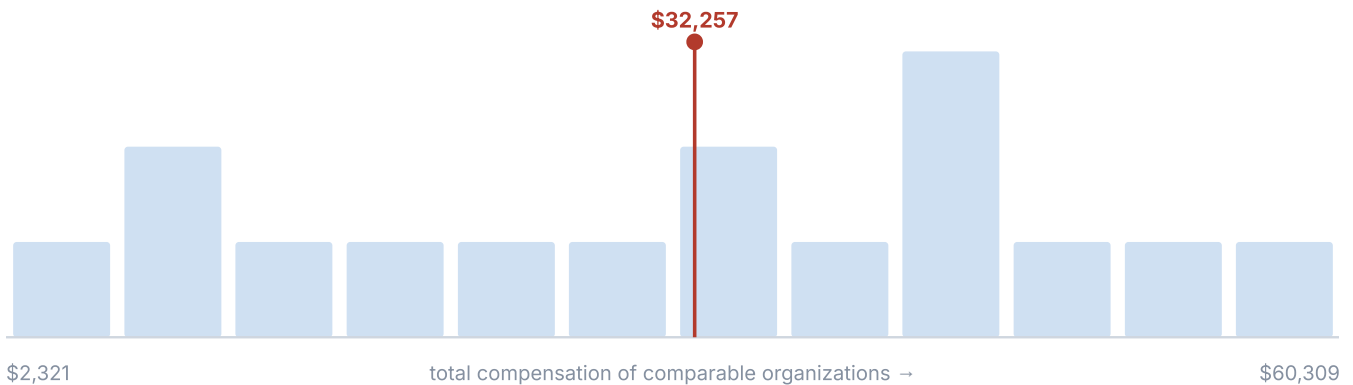
BUDGET Total revenue between \$45,732 and \$102,385 — 0.67x to 1.50x the subject's \$68,257 (the band tightens as size grows).

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

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,328	\$19,191	\$33,191	\$43,482	\$50,727	\$32,257
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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
National Coalition For Community Capital	NC	\$67,437	Director Of Ops	\$63,646	\$60,309	2024
Beat The Streets Detroit Inc	MI	\$69,549	Board Member	\$39,500	\$37,389	2024
Principle Based Leadership	CA	\$69,732	President & Ceo	\$9,016	\$7,351	2023
Foundation For Coffee Knowledge	IL	\$76,013	Ceo	\$2,500	\$2,321	2023
Coalition For Educational Partnership	CA	\$60,000	President & Ceo	\$42,000	\$33,259	2024
Literacy Volunteers At Centenary	LA	\$77,776	Executive Director	\$32,800	\$33,122	2024
Healthy Congregations Inc	OH	\$80,104	Ceo/executive Director	\$31,251	\$31,251	2023
New Vision For Children And Families Services Inc	NY	\$84,688	President	\$30,500	\$26,021	2023
Seakay Inc	CA	\$51,253	President Ceo	\$54,000	\$42,762	2024
Maury Seldin Advanced Studies	FL	\$90,703	Chairman/pre	\$10,800	\$9,304	2024
Beauty Certified Education Association	MN	\$92,935	Board Member/executive Director	\$51,406	\$46,582	2024
War Legacies Project Inc	VT	\$94,564	Executive Director/board Secretary	\$49,448	\$45,642	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mammacare Foundation Inc	FL	\$94,855	President	\$19,322	\$16,217	2025
Evolve Mentoring	NC	\$100,977	Executive Director	\$41,333	\$41,976	2022
Northwest Tennessee	TN	\$101,975	President/ce	\$56,923	\$54,872	2024
Texas Arabic Academy Inc	TX	\$102,125	Ceo	\$22,000	\$20,182	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	16 organizations. Compensation range \$2,321–\$60,309; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$68,257); for reference, expenses \$144,593 and assets \$447,564. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lisa Ochs, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	44 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Lisa Ochs) 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 16 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,257 is reasonable (approximately the 44th 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.