

Oasis Central Minnesota Inc

Executive Director / CEO

EIN 411620395

MN · NTEE P20Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rose Surma, Executive Director / CEO** (\$46,184) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Rose Surma — 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 (P20Z).

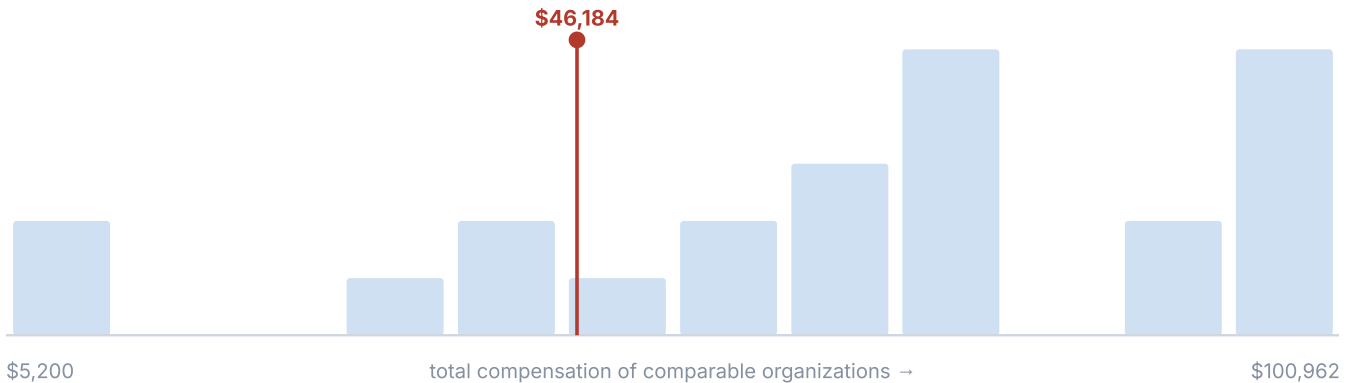
BUDGET Total revenue between \$329,855 and \$738,483 — 0.67x to 1.50x the subject's \$492,322 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + MN + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography

→ **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$36,732	\$54,560	\$69,054	\$86,299	\$96,978	\$46,184
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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 MN 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
Southwest Options For Women	MN	\$488,826	Executive Director	\$100,962	\$100,962	2024
Settled Incorporated	MN	\$506,185	Ceo	\$54,900	\$56,522	2023
Mending The Sacred Hoop	MN	\$513,458	Executive Director	\$93,205	\$93,205	2024
The Organization Of Liberians In Minnesota	MN	\$513,606	Executive Director	\$57,081	\$57,081	2024
Love Inc - Heartland	MN	\$460,269	Executive Di	\$74,119	\$74,119	2024
Monticello Christian Social Services Inc	MN	\$453,407	Executive Dir.	\$63,240	\$65,108	2023
Minnesota Youth Ski League	MN	\$426,240	Executive Director	\$69,054	\$69,054	2024
Elevate Hope House	MN	\$424,123	President Fo	\$10,000	\$9,742	2025
Ebenezer Ridge Point Apartments Inc	MN	\$419,868	President, End 9-2024	\$70,974	\$70,974	2024
Brothers Empowered	MN	\$410,701	Executive Director And Board Chair	\$65,000	\$66,920	2023
Leonardo's Basement	MN	\$403,541	Co-executive Director	\$68,750	\$68,750	2024
Ayada Leads	MN	\$592,402	Executive Director	\$97,709	\$97,709	2024
Trust Inc	MN	\$597,743	Executive Di	\$96,048	\$96,048	2024
Aitkin County Care Inc	MN	\$384,563	Executive Di	\$52,598	\$52,598	2024
Irreducible Grace Foundation	MN	\$607,944	Executive Director	\$97,211	\$97,211	2024
The Man Up Club	MN	\$375,696	Executive Dir.	\$40,000	\$40,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kicking Bear Foundation	MN	\$613,927	President	\$85,619	\$85,619	2024
Innovative Souolutions	MN	\$357,353	Executive Director	\$36,400	\$36,400	2024
Breakthrough Ministries Inc	MN	\$356,206	President & Ceo	\$72,000	\$74,127	2023
Nursing Heart Inc	MN	\$334,147	Executive Director	\$70,000	\$70,000	2024
Minnesota Hockey District 8 Inc	MN	\$652,138	District Director Coordinator	\$5,200	\$5,200	2024
Douglas County Car Care Program	MN	\$664,413	Executive Director	\$84,484	\$86,979	2023
Fe Y Justicia	MN	\$709,114	Executive Director	\$38,059	\$38,059	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	23 organizations. Compensation range \$5,200–\$100,962; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$492,322); for reference, expenses \$505,671 and assets \$120,463.
ROLE MATCH	Rose Surma, 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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	22 nd

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 (Rose Surma) 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 23 similarly situated organizations (Same NTEE sector (P20) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,184 is reasonable (approximately the 22nd 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.