

International Association Of Oral And

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Mr Mitchell Dvorak, Executive Director / CEO** (\$26,531) against **every comparable organization** that fit the selection criteria — **346** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

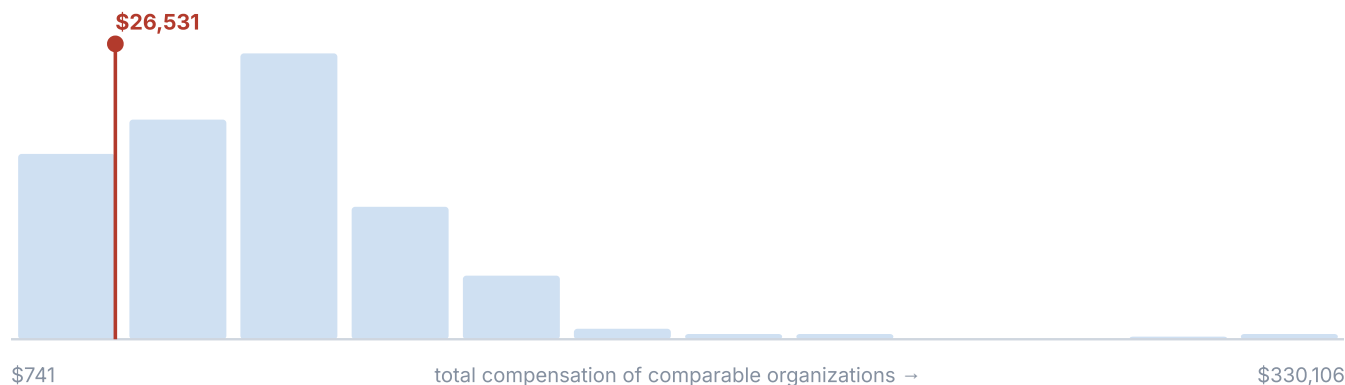
Benchmarked executive: Mr Mitchell Dvorak — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

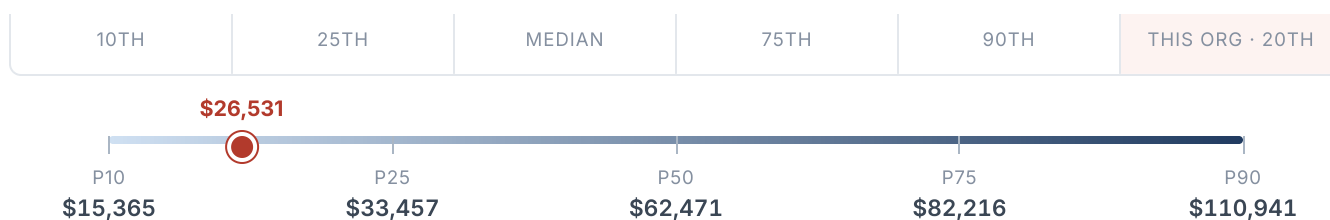
SECTOR	Organizations sharing the subject's NTEE classification (G119).
BUDGET	Total revenue between \$195,639 and \$437,998 — 0.67x to 1.50x the subject's \$291,999 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

346 organizations qualified on sector, size, and geography → **346** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,365	\$33,457	\$62,471	\$82,216	\$110,941	\$26,531
----------	----------	----------	----------	-----------	----------



● 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 IL 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
The Cancer Care Fund Of	CT	\$291,325	Executive Dir.	\$6,522	\$6,042	2024
Hemophilia Association Of The	VA	\$292,950	Executive Director	\$76,378	\$75,013	2023
Montana Youth Diabetes Alliance Inc	MT	\$290,742	Executive Director	\$18,876	\$20,102	2024
Rock From The Heart	MN	\$290,379	President	\$2,000	\$1,953	2024
Race Cancer Foundation Inc	MA	\$293,645	President And Director	\$45,000	\$41,132	2023
Autism Care Today	CA	\$294,338	Director	\$64,498	\$56,651	2023
Beth C Wright Cancer Resource	ME	\$289,375	Executive Di	\$66,000	\$65,294	2024
Parkinson Association Of Central Florida Inc	FL	\$295,008	Executive Director	\$75,000	\$69,610	2024
Shwachman-diamond Syndrome Alliance Inc	MA	\$288,814	President	\$80,000	\$73,124	2023
Firefly Sisterhood	MN	\$295,482	Executive Director	\$88,933	\$89,385	2023
Stroke Awareness Foundation	CA	\$287,276	Executive Dir.	\$137,105	\$116,968	2024
The Nightbirde Foundation	OH	\$286,921	Ceo & Chairman	\$103,847	\$111,879	2023
Ovarcome Non-profit Inc	TX	\$286,812	President & Founder	\$82,500	\$81,535	2024
Hemophilia And Bleeding Disorders Of Alabama Inc	AL	\$297,938	Executive Director	\$84,231	\$92,561	2023
The Isaac Foundation	WA	\$285,953	Executive Dir.	\$48,479	\$42,882	2024
Fellows Forum Inc	FL	\$285,404	Chairman	\$2,000	\$1,911	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope In View Inc	IN	\$298,684	Coordinator	\$62,000	\$64,597	2024
Louvenia D Barksdale Sickle Cell Anemia Foundatio	SC	\$298,707	Community Engagement Coordinator	\$46,693	\$48,127	2024
Cancer Navigators Inc	GA	\$284,637	Foundation D	\$19,534	\$19,406	2024
Sisters' Hope Foundation	PA	\$300,085	President	\$66,412	\$65,433	2024
Visual Compassion Inc	TX	\$283,424	Ceo	\$135,000	\$133,420	2024
Autism Empowerment	WA	\$283,060	Board Member	\$1,800	\$1,639	2023
Vision Outreach International Inc	MI	\$303,002	Executive Director	\$89,898	\$94,383	2023
Nightingales Harvest	OH	\$280,595	Ceo	\$14,400	\$15,514	2023
North Carolina Neurological Society	NC	\$303,787	Executive Director	\$5,137	\$5,399	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 346 organizations. Compensation range \$741–\$330,106; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$291,999); for reference, expenses \$375,356 and assets \$1,345,081.

ROLE MATCH Mr Mitchell Dvorak, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	20 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Mr Mitchell Dvorak) 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 346 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,531 is reasonable (approximately the 20th 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.