

This analysis benchmarks the total compensation of **Heather Orrock, Executive Director / CEO** (\$81,469) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39<sup>th</sup>** percentile of comparable organizations within the typical range

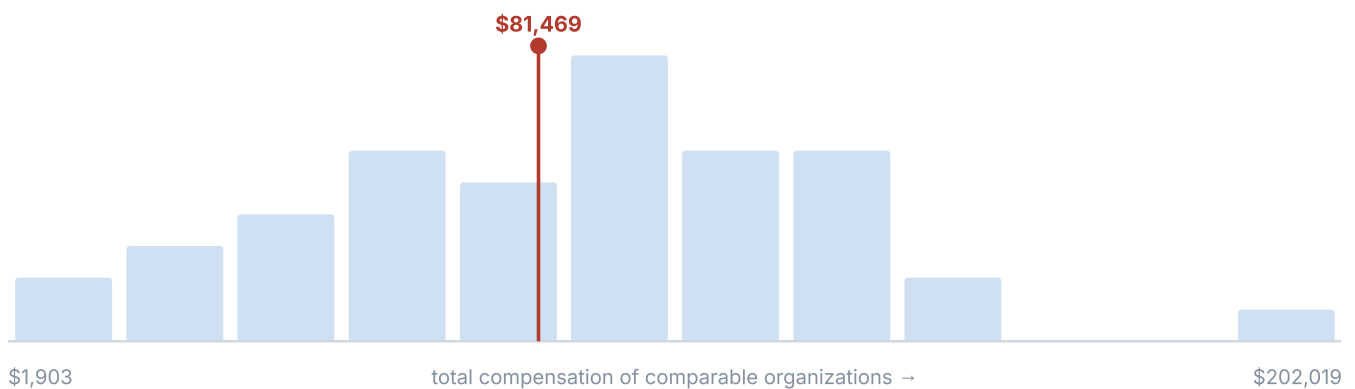
**Benchmarked executive:** Heather Orrock — reported title “EX. DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F80).
BUDGET	Total revenue between \$321,088 and \$718,855 — 0.67x to 1.50x the subject's \$479,237 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F80), nationwide + budget 0.67–1.5x revenue.

**44** organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,922	\$62,478	\$87,678	\$108,742	\$130,540	\$81,469
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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 VA 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
<a href="#">Forensic Mental Health Association</a>	CA	\$476,044	Executive Dir.	\$107,961	<b>\$102,033</b>	2023
<a href="#">50 Mile March Foundation Inc</a>	NE	\$483,581	Executive Director	\$33,333	<b>\$39,240</b>	2023
<a href="#">Mid-valley Fellowship</a>	OR	\$483,781	Executive Dir.	\$37,921	<b>\$37,437</b>	2024
<a href="#">Christian Counseling Ministries Westernnewyork Inc</a>	NY	\$484,037	Executive Director	\$83,206	<b>\$82,291</b>	2023
<a href="#">Atron Foundation</a>	VA	\$465,513	Chair	\$96,000	<b>\$96,000</b>	2025
<a href="#">Center For Psychotherapy Spirituality &amp; Creativity</a>	CA	\$462,221	Director And Founder	\$19,000	<b>\$17,442</b>	2024
<a href="#">National Alliance On Mental Illness Wood County</a>	OH	\$504,160	Executive Director	\$57,649	<b>\$64,911</b>	2024
<a href="#">Nami Rhode Island</a>	RI	\$504,716	Executive Di	\$63,774	<b>\$66,930</b>	2023
<a href="#">Nami Greater Orlando Inc</a>	FL	\$442,313	Executive Director	\$89,731	<b>\$92,261</b>	2023
<a href="#">Center For Youth Mental Health</a>	CA	\$440,705	President	\$25,045	<b>\$22,991</b>	2024
<a href="#">The Massachusetts Mental Health</a>	MA	\$527,368	Exec. Dir.	\$60,210	<b>\$59,218</b>	2023
<a href="#">Nami Illinois Inc</a>	IL	\$538,830	Executive Director	\$134,756	<b>\$144,999</b>	2023
<a href="#">National Alliance On Mental Illness Of Vermont Inc</a>	VT	\$541,034	Executive Director	\$103,241	<b>\$110,471</b>	2024
<a href="#">Mental Health America Of Greater Dallas</a>	TX	\$567,337	Executive Director	\$79,024	<b>\$86,518</b>	2023
<a href="#">Athens Mental Health Inc</a>	OH	\$386,065	Exec Directir	\$57,464	<b>\$66,614</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Yellow Tulip Project</a>	ME	\$366,033	Director	\$1,736	<b>\$1,903</b>	2023
<a href="#">Paws For Patrick</a>	IL	\$593,880	Executive Director	\$85,000	<b>\$88,837</b>	2024
<a href="#">Ohio Citizen Advocates For Addiction Recovery</a>	OH	\$594,010	Chief Executive Officer	\$104,164	<b>\$120,750</b>	2023
<a href="#">Nami Will-grundy</a>	IL	\$363,859	Executive Director	\$28,846	<b>\$30,148</b>	2024
<a href="#">Forest Warren Mental Wellness</a>	PA	\$599,265	Ceo	\$32,103	<b>\$34,034</b>	2024
<a href="#">Nami Montgomery County (Md) Inc</a>	MD	\$599,758	Executive Director	\$95,847	<b>\$98,075</b>	2023
<a href="#">Cope Incorporated</a>	OK	\$602,185	Executive Director	\$100,000	<b>\$117,061</b>	2024
<a href="#">American Friends Of Shalvat Chayim Inc</a>	NY	\$356,147	President	\$80,500	<b>\$77,331</b>	2024
<a href="#">Only 7 Seconds</a>	WA	\$604,671	Executive Dir.	\$139,370	<b>\$132,651</b>	2024
<a href="#">I Understand Love Heals</a>	MI	\$605,133	President	\$95,058	<b>\$104,306</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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 VA 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **44** organizations. Compensation range \$1,903–\$202,019; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$479,237); for reference, expenses \$358,696 and assets \$156,491.

ROLE MATCH	Heather Orrock, reported title "EX. DIRECTOR", 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	48 <sup>th</sup>
Reportable pay only (column D), adjusted	34 <sup>th</sup>
All sources (D + E + F), adjusted	36 <sup>th</sup>

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 (Heather Orrock) 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 44 similarly situated organizations (Same NTEE sector (F80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,469 is reasonable (approximately the 39<sup>th</sup> 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.