

Senior Care Of Orange County Inc

Executive Director / CEO

EIN 562460614
 NC · NTEE P80
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Melissa Bryant, Executive Director / CEO** (\$63,657) against **every comparable organization** that fit the selection criteria — **294** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

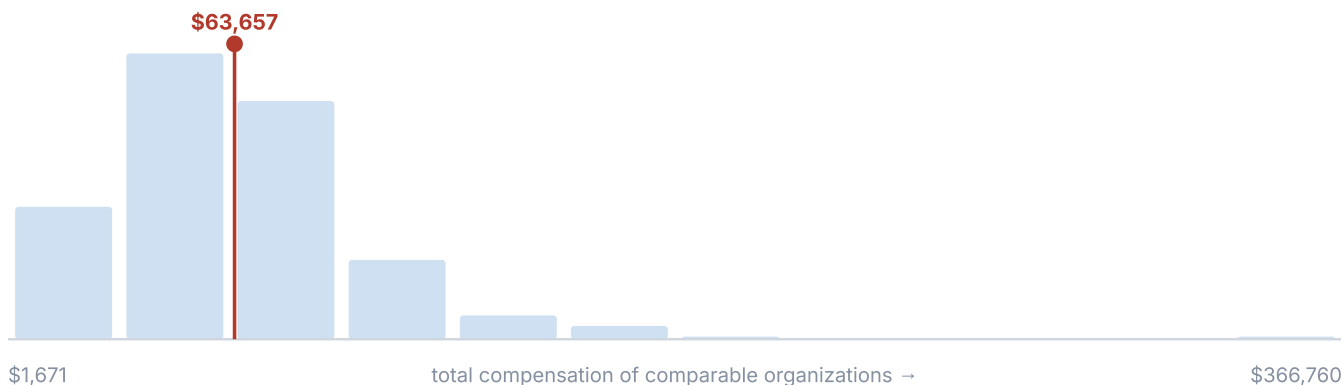
Benchmarked executive: Melissa Bryant — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$306,591 and \$686,398 — 0.67x to 1.50x the subject's \$457,599 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

294 organizations qualified on sector, size, and geography → **294** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$21,123	\$42,033	\$60,505	\$80,830	\$102,150	\$63,657
----------	----------	----------	----------	-----------	-----------------



● 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
Bay Area Womens And Childrens Center	CA	\$456,204	Executive Dir.	\$162,500	\$135,802	2024
Ruth's Gleanings	SC	\$459,119	Executive Director	\$72,456	\$73,156	2024
Rccc Inc	TX	\$455,450	Executive Di	\$96,709	\$93,625	2024
Wayfaring Band Inc	CO	\$455,251	Executive Director	\$89,786	\$83,322	2024
Wilf Transport Inc	NJ	\$454,500	President	\$57,000	\$49,253	2024
One Life	WA	\$461,467	Ceo	\$25,400	\$22,659	2023
Diabetes Youth Services	OH	\$453,627	Executive Director	\$43,408	\$44,496	2024
Houston Aphasia Recovery Center	TX	\$453,030	Executive Director	\$112,154	\$108,577	2024
Single Mothers Outreach Inc	CA	\$463,057	Executive Director	\$94,269	\$78,781	2024
Childsafe Center - Cac	VA	\$463,134	Executive Director	\$87,071	\$81,364	2024
American Association Of Adapted Sports	GA	\$463,772	Executive Dir.	\$109,894	\$106,939	2024
Second Chance Outreach	WA	\$451,205	Executive Dir.	\$88,251	\$81,955	2022
Tvec Charitable Foundation Inc	TX	\$450,758	Executive Director	\$175,014	\$169,432	2024
Southeast Community Development	CA	\$466,328	Executive Di	\$83,589	\$71,919	2023
Phenomenal She	WA	\$447,261	President And Ceo	\$76,794	\$68,506	2023
Bring On The Spectrum Inc	NY	\$468,382	Ceo	\$39,192	\$34,275	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arizona Caregiver Coalition Inc	AZ	\$468,536	Executive Director Until 7/1/24	\$35,038	\$33,575	2023
The Alexander House Apostolate	TX	\$468,758	President And Ceo	\$88,743	\$85,913	2024
Love Overwhelming	WA	\$446,381	Executive Director	\$64,800	\$56,148	2024
Institute For Affordable Transportation	IN	\$471,165	Executive Director	\$88,616	\$90,442	2024
Circle Of Friends Inc	GA	\$443,345	Supportive Employment Manager	\$43,899	\$42,719	2024
Xquisite	NV	\$471,984	Executive Di	\$88,300	\$85,660	2024
Quad Cities Open Network Inc	IL	\$443,206	Director	\$70,508	\$69,068	2023
New York State Independent Living	NY	\$442,465	Executive Di	\$83,387	\$72,925	2024
The Guardianship Care Group Inc	FL	\$442,391	Director/employee	\$56,181	\$49,762	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 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 294 organizations. Compensation range \$1,671–\$366,760; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$457,599); for reference, expenses \$327,737 and assets \$220,733.

ROLE MATCH	Melissa Bryant, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	55 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	48 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 (Melissa Bryant) 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 294 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,657 is reasonable (approximately the 55th 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.