

The Open Door Community (Presbyteri

Executive Director / CEO

EIN 581453550
 MD · NTEE P850
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Eduard Loring, Executive Director / CEO** (\$18,915) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

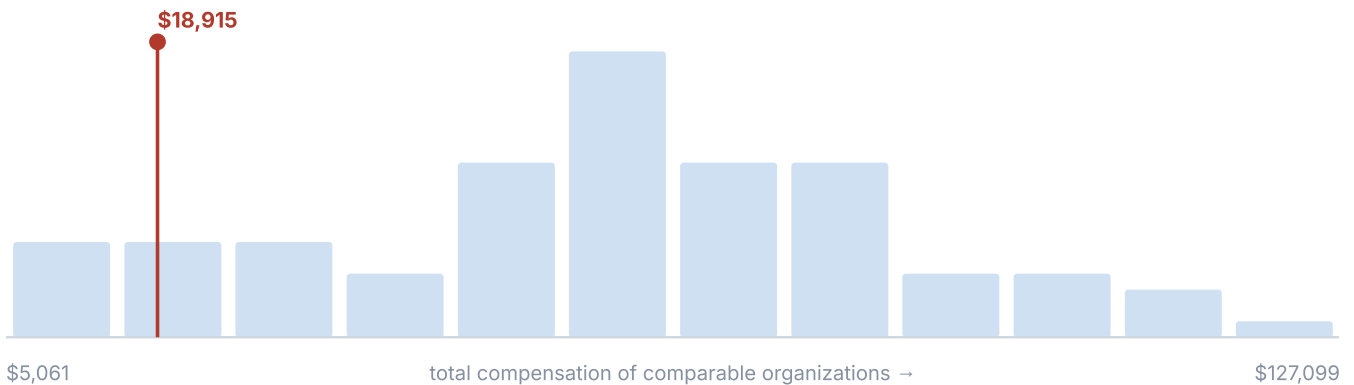
Benchmarked executive: Eduard Loring — reported title "FORMER DIREC", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P850).
BUDGET	Total revenue between \$217,678 and \$487,339 — 0.67x to 1.50x the subject's \$324,893 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

85 organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,113	\$41,188	\$60,139	\$77,110	\$94,145	\$18,915
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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 MD 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
Sisters Of Solace	MO	\$327,391	Executive Di	\$33,348	\$37,780	2024
Serenity Homes	MN	\$327,799	Executive Director	\$22,000	\$23,939	2023
Help Right Here	TN	\$328,137	Co-executive Director	\$53,428	\$61,845	2023
The Widows Mite	NV	\$321,504	Board Member, Community Member	\$24,419	\$26,181	2024
Street Ministries Inc	OH	\$319,760	President/executive Director	\$4,420	\$5,156	2023
Isaiah 55 Inc	OH	\$319,550	Founder/ceo	\$12,000	\$13,595	2024
Women's Medical Respite	MO	\$318,497	Executive Director	\$8,545	\$9,681	2024
Water Drop	CA	\$334,061	Co-president	\$6,479	\$5,984	2024
Together Helping Others Inc	NY	\$341,620	Chairman	\$60,000	\$59,705	2023
People Helping People In Hernando County Inc	FL	\$307,245	Executive Director	\$39,814	\$41,188	2023
Kinsman Redeemer Homeless Ministry	TN	\$343,282	Executive Director	\$16,155	\$18,163	2024
Boxes Of Love For The Homeless	NH	\$302,994	President (1	\$23,400	\$23,794	2023
Every Avenue	TX	\$350,028	Ceo	\$100,000	\$106,996	2024
New Beginning Center	CA	\$296,616	Ceo	\$66,738	\$61,641	2024
Growgood Inc	CA	\$353,609	Executive Director	\$97,146	\$92,376	2023
Gather Make Shelter	OR	\$296,091	Executive Dir.	\$55,000	\$56,246	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Residency	CA	\$293,428	Ceo	\$52,367	\$48,367	2024
Little Birthday Angels Inc	FL	\$356,626	Executive Di	\$51,201	\$51,448	2024
Friends Of The Carpenter	WA	\$357,085	Executive Director	\$53,371	\$51,110	2024
A New Beginning For Women And Children	KY	\$289,579	Director	\$40,000	\$47,324	2023
Oregon Trail Of Hope	OR	\$360,635	Director Of Development	\$56,660	\$56,281	2024
Family Promise Of Mid Michigan	MI	\$288,472	Executive Director	\$56,160	\$63,834	2023
Verde Valley Homeless Coalition	AZ	\$365,915	Executive Dir.	\$58,462	\$60,139	2024
Matsu Valley Interfaith Hospitality Network	AK	\$283,770	Executive Director	\$52,685	\$55,468	2023
Hands For Homeless Inc	FL	\$367,506	Ceo	\$30,200	\$31,242	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 85 organizations. Compensation range \$5,061–\$127,099; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$324,893); for reference, expenses \$266,521 and assets \$1,045,367.

ROLE MATCH Eduard Loring, reported title "*FORMER DIREC*", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	9 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 (Eduard Loring) 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 85 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,915 is reasonable (approximately the 9th 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.