

Gerald Oram Family Support Foundation

Executive Director / CEO

EIN 611562412

MI · NTEE P112

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Dorothy Benyas, Executive Director / CEO** (\$26,189) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Dorothy Benyas — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

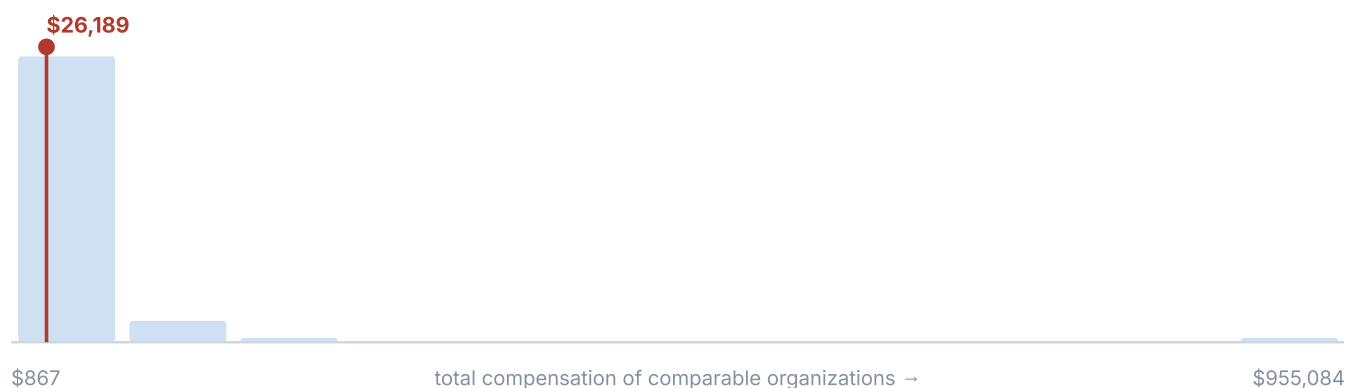
SECTOR Organizations sharing the subject's NTEE classification (P112).

BUDGET Total revenue between \$16,918 and \$37,876 — 0.67x to 1.50x the subject's \$25,251 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,883

\$9,549

\$25,263

\$42,900

\$73,707

\$26,189



● 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 MI 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
Contemplative Life Inc	TX	\$25,336	Secretary	\$1,712	\$1,659	2024
Community Action Foundation Of	OR	\$24,211	Executive Director	\$10,051	\$9,310	2023
Lankler Family Foundation Inc	VA	\$24,167	Executive Dir.	\$64,320	\$61,946	2023
Eureka Housing Development Corporation	CA	\$24,047	Secretary/treasurer	\$35,328	\$29,555	2024
Communities Helping Each And Everyone Reach Success Incorporate	OH	\$26,461	Program Director	\$12,926	\$13,264	2024
Orange Mental Retardation Properties Co	NY	\$26,510	Executive Director	\$56,332	\$49,317	2024
Bridges Pointe Inc	NC	\$26,729	Executive Director	\$10,256	\$10,267	2024
Pat Clarke International	FL	\$23,566	Pd	\$3,433	\$3,125	2024
Little Hearts International Inc	NY	\$23,553	Executive Director	\$60,000	\$54,079	2023
Baptist Homes Society	PA	\$23,549	President & Ceo	\$19,796	\$18,633	2025
Raphaels Refuge Inc	TX	\$27,023	Director	\$12,660	\$12,632	2023
Forward Change	CA	\$23,433	President	\$9,487	\$7,732	2025
Hospice Of Salina Inc	KS	\$23,120	President - Srhc	\$59,688	\$62,473	2024
Echoing Ridge Residential Inc	OH	\$22,744	Ceo	\$14,086	\$14,454	2024
Southeast Community Services Inc	LA	\$22,591	Board Member	\$6,225	\$6,641	2024
Incarnate Word Education Foundation	TX	\$22,554	Dir/president/ceo	\$40,323	\$39,078	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nature Ninos	NM	\$28,011	President	\$10,600	\$11,046	2024
James Kirk Bernard Foundation	CO	\$22,210	Executive Dir / Vice Pres	\$22,200	\$21,233	2023
Walk & Talk Inc	AZ	\$28,332	President	\$8,709	\$8,354	2023
Young Mens Christian Association Of Pensacola Inc	FL	\$22,112	Ceo	\$33,037	\$30,068	2024
Ujc Holdings Company Inc	OH	\$22,019	Chief Executive Officer	\$42,682	\$43,798	2024
All Housing Inc	CA	\$28,557	Ceo	\$47,732	\$41,112	2023
Wholehearted Empathetic Companions United	CA	\$21,658	President Ceo	\$16,050	\$13,081	2025
Sheboygan County Ymca Endowment Trust	WI	\$29,080	Finance Director	\$5,474	\$5,703	2023
Mobc-boscobel Inc	TN	\$29,154	Secretary	\$16,502	\$17,301	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	74 organizations. Compensation range \$867–\$955,084; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$25,251); for reference, expenses \$85,865 and assets \$1,062,519. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dorothy Benyas, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the

board should confirm this is a comparable role.

RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	51 st
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	81 st

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 (Dorothy Benyas) 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 74 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,189 is reasonable (approximately the 51st 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.