

Odessa Links Inc

Executive Director / CEO

EIN 752943130
 TX · NTEE P50
 FY ending 2023-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Andrea Quiroz, Executive Director / CEO** (\$57,000) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

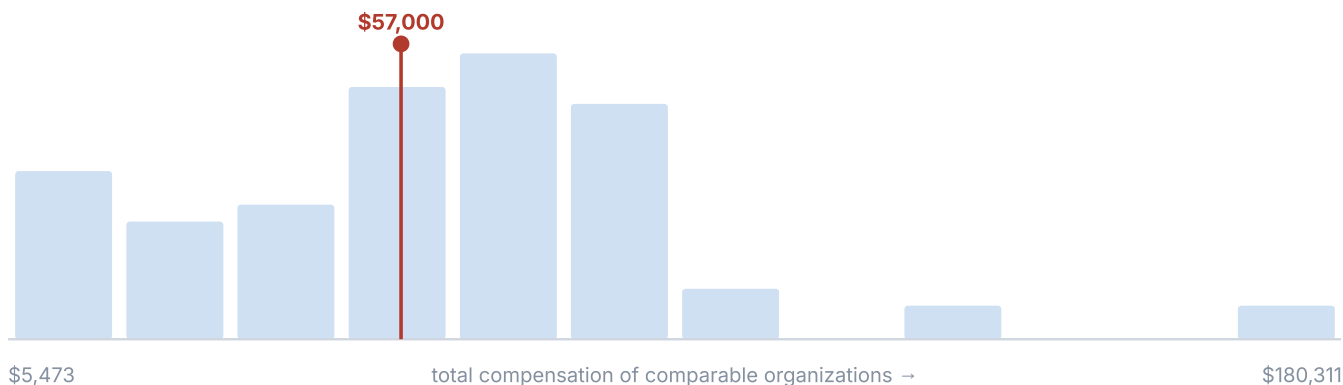
SECTOR Organizations sharing the subject's NTEE classification (P50).

BUDGET Total revenue between \$296,008 and \$662,704 — 0.67x to 1.50x the subject's \$441,803 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,670	\$42,480	\$62,481	\$79,283	\$89,764	\$57,000
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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 TX 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
Guided By Humanity	CO	\$443,274	Executive Director	\$75,000	\$69,831	2024
Iva's Place Inc	TN	\$443,936	Executive Di	\$42,000	\$41,762	2025
Space Between	WA	\$445,081	Co-director	\$95,234	\$80,657	2025
Ethiopian Community Services And Development Council Inc	DC	\$436,672	Program Director And Teacher	\$57,600	\$49,080	2024
Plumline Inc	TN	\$449,782	President	\$176,660	\$180,311	2024
New Jersey Together Inc	NJ	\$456,325	Executive Director	\$108,989	\$94,488	2024
Heartbeat Of Lima Inc	OH	\$460,690	Director	\$44,620	\$45,889	2024
The Three Doors	VA	\$462,551	President	\$86,672	\$81,259	2024
Fresh Air Family Inc	AL	\$416,909	Executive Director	\$53,460	\$56,080	2024
Bridges For Life Inc	IN	\$409,904	President And Founder	\$45,652	\$46,747	2024
All Things Possible Medical Fundraising	SC	\$409,441	Director	\$14,250	\$14,862	2023
Scores Reentry	NJ	\$405,730	Chief Executive Officer	\$63,000	\$54,619	2024
Fire Outreach Of Houston	TX	\$403,991	Secretary	\$17,500	\$16,998	2024
Emages Inc	IL	\$481,167	Board Member	\$60,000	\$57,277	2024
Radical Reversal	NJ	\$486,175	Executive Director	\$22,125	\$19,181	2024
Abundant Hope Pregnancy	MA	\$397,165	Executive Dir.	\$57,410	\$51,573	2023
Showers Of Blessing Santa Barbara	CA	\$394,982	Executive Dir.	\$83,019	\$71,665	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Reliable Payee Services Inc	PA	\$492,561	Executive Director	\$69,600	\$65,658	2025
Arica Institute Inc	CT	\$388,540	Manager	\$80,373	\$71,288	2025
Responsible Party Services Inc	PA	\$496,046	Secretary/treasurer	\$134,423	\$130,164	2024
Personal Guardianship Services	OH	\$387,004	Exec Director	\$72,500	\$74,562	2024
Victory Transformation Inc	NY	\$497,444	Member	\$51,450	\$46,477	2023
Community Spring Inc	FL	\$497,960	Executive Director	\$68,500	\$60,874	2025
The Treehouse Inc	KS	\$385,103	Executive Director	\$60,000	\$62,941	2024
Supportive Community Services Inc	WI	\$499,929	Executive Dir.	\$70,462	\$73,565	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	78 organizations. Compensation range \$5,473–\$180,311; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$441,803); for reference, expenses \$394,884 and assets \$308,737.
ROLE MATCH	Andrea Quiroz, reported title " <i>Executive Dir.</i> ", 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 2 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	45 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	44 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 (Andrea Quiroz) 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 78 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,000 is reasonable (approximately the 45th 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.