

Oregon Chinese Coalition

Executive Director / CEO

EIN 821027620
 OR · NTEE T01
 FY ending 2023-12-31
June 13, 2026

This analysis benchmarks the total compensation of **Hongcheng Zhao, Executive Director / CEO** (\$80,420) against **every comparable organization** that fit the selection criteria — **822** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Hongcheng Zhao — reported title “CHARIMAN / P”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

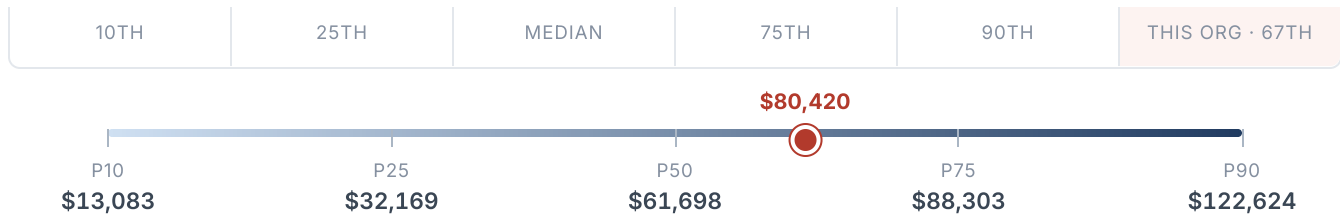
SECTOR	Organizations sharing the subject's NTEE classification (T01).
BUDGET	Total revenue between \$311,297 and \$696,934 — 0.67x to 1.50x the subject's \$464,623 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

822 organizations qualified on sector, size, and geography → **822** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,083	\$32,169	\$61,698	\$88,303	\$122,624	\$80,420
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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 OR 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
Greater Polson Community Foundation Inc	MT	\$465,365	Admin Assistant	\$43,594	\$49,150	2024
Impact Austin Foundation	TX	\$465,504	Executive Director	\$140,207	\$146,692	2024
Childrens Advocacy Center Of	AR	\$465,673	Executive Dir.	\$55,681	\$65,464	2024
Raisedby Us Inc	NY	\$463,543	Executive Director	\$179,580	\$174,740	2023
Dan Pastorini Charity	TX	\$463,541	Executive Director	\$80,875	\$84,616	2024
Simon Family Foundation	OH	\$465,819	Treasurer Thru 3/28/2023	\$40,331	\$45,998	2023
Crg Foundation Inc	CA	\$463,386	Director	\$28,362	\$25,615	2024
Lifelink International Inc	AL	\$466,080	President	\$130,300	\$147,234	2024
Rcm Community Fund	WI	\$463,015	Secretary	\$21,475	\$22,853	2025
The Boselli Foundation	FL	\$466,701	Executive Dir.	\$117,969	\$115,913	2024
Westview Foundation	SC	\$462,388	President	\$30,550	\$33,335	2024
Hadassah's Hope Inc	FL	\$466,864	Ceo	\$65,000	\$63,867	2024
Bike Box Project	NC	\$467,046	Ceo	\$14,875	\$16,076	2024
Minnesota Credit Union Foundation	MN	\$462,196	President	\$19,637	\$20,894	2023
Wyoming County United Way Inc	PA	\$462,041	Executive Director	\$69,397	\$74,522	2023
White Bear Lake Senior Housing Inc	MN	\$467,454	President & Ceo	\$41,871	\$43,274	2024
Fond Du Lac Festivals Inc	WI	\$467,560	Executive Di	\$79,325	\$86,649	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Walking For Kids Foundation	MS	\$461,650	President	\$30,000	\$34,947	2024
The Reece Foundation Corp	NY	\$461,599	Executive Director	\$49,020	\$47,699	2023
Colorado Springs Child Nursery Ctr Foundation	CO	\$461,370	Trustee	\$27,807	\$27,888	2024
Mt Helix Park Foundation	CA	\$460,546	Executive Director	\$7,130	\$6,439	2024
118 East 111th Street Corporation	NY	\$460,434	Ceo	\$18,651	\$18,148	2023
Women And Girls Fund Of	WI	\$460,365	Executive Di	\$95,621	\$104,450	2024
Arf Charitable Foundation Inc	NY	\$460,242	Cfo	\$26,320	\$24,876	2024
Steam Onward Incorporated	MD	\$469,128	Seed Farming Education Director	\$12,466	\$12,189	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	822 organizations. Compensation range \$21–\$1,764,672; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$464,623); for reference, expenses \$400,972 and assets \$685,134.
ROLE MATCH	Hongcheng Zhao, reported title " <i>CHARIMAN / P</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	205 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 31 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	67 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	47 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 (Hongcheng Zhao) 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 13, 2026, comparing compensation against 822 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,420 is reasonable (approximately the 67th 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 13, 2026.