

# Silver Otter Strategies Inc

Executive Director / CEO

EIN 822430909

MA · NTEE E70

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Douglas May, Executive Director / CEO** (\$26,961) against **every comparable organization** that fit the selection criteria — **106** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Douglas May — reported title “TREASURER (UNTIL 1/2023)”, 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 (E70).

**BUDGET** Total revenue between \$31,516 and \$70,558 — 0.67x to 1.50x the subject's \$47,039 (the band tightens as size grows).

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

**106** organizations qualified on sector, size, and geography → **106** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,469	\$16,632	\$33,648	\$62,058	\$147,087	\$26,961
---------	----------	----------	----------	-----------	----------



## ● 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 MA 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
<a href="#">Four Rivers Charitable Foundation</a>	KY	\$47,075	Vice President	\$56,355	<b>\$67,377</b>	2023
<a href="#">Tri-county Health Clinic</a>	VA	\$46,405	Executive Director	\$52,000	<b>\$54,270</b>	2024
<a href="#">International Medical Response Foundation</a>	NY	\$48,056	Executive Director	\$10,000	<b>\$10,056</b>	2023
<a href="#">Jewish Home Of Greater Harrisburg</a>	PA	\$46,015	Ceo	\$498,260	<b>\$552,941</b>	2023
<a href="#">Schuyler Memorial Hospital Foundation</a>	NE	\$48,363	President & Ceo Chi Health	\$29,391	<b>\$35,178</b>	2023
<a href="#">Swannanoa Valley Medical Centerinc</a>	NC	\$45,652	Secretary	\$1,800	<b>\$2,010</b>	2024
<a href="#">The Lifeline Foundation Inc</a>	KY	\$48,623	President	\$42,042	<b>\$47,564</b>	2025
<a href="#">White Oak Volunteer Rescue Squad Inc</a>	VA	\$48,683	Treasurer	\$3,600	<b>\$3,757</b>	2024
<a href="#">Community Memorial Hospital Medical</a>	IA	\$49,222	Market President Regional Hospitals	\$30,939	<b>\$37,698</b>	2023
<a href="#">Illinois Hospital Research &amp; Educational</a>	IL	\$44,613	Chairman/president	\$268,550	<b>\$285,373</b>	2024
<a href="#">Rapha Ministries Inc</a>	KY	\$49,495	Executive Di	\$8,288	<b>\$9,624</b>	2024
<a href="#">Professional Emergency Services Inc</a>	WI	\$44,228	Pres/treas	\$7,500	<b>\$8,467</b>	2024
<a href="#">Pediatic And Family Medical Foundation</a>	CA	\$44,188	President/ceo	\$22,813	<b>\$21,922</b>	2023
<a href="#">Ahp Foundation</a>	VA	\$43,849	President/ceo	\$46,042	<b>\$49,471</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tomah Health Community Foundation Inc</a>	WI	\$43,748	Director Of Public Relations	\$166,970	<b>\$188,484</b>	2024
<a href="#">Park County Cancer Alliance</a>	MT	\$50,351	Board Member	\$1,600	<b>\$1,864</b>	2024
<a href="#">Pace Georgia Inc</a>	GA	\$50,414	Ceo	\$7,717	<b>\$8,387</b>	2024
<a href="#">Ibew 1393 Charity Foundation Inc</a>	IN	\$43,219	Director	\$60,882	<b>\$69,397</b>	2024
<a href="#">Hebrew Health Care Inc</a>	CT	\$43,200	President & Ceo	\$333,977	<b>\$338,472</b>	2024
<a href="#">Weinstein Hospice Foundation Inc</a>	GA	\$50,932	Ceo And President	\$18,398	<b>\$20,586</b>	2023
<a href="#">Planetree Health Library</a>	CA	\$50,933	Executive Director	\$60,000	<b>\$57,655</b>	2023
<a href="#">Missionwellness Foundation Inc</a>	GA	\$43,096	Officer	\$11,310	<b>\$12,655</b>	2023
<a href="#">Empire Health Community Advocacy Fund</a>	WA	\$51,395	President	\$80,622	<b>\$80,325</b>	2023
<a href="#">Foundation For America's Blood Centers</a>	DC	\$51,474	Chief Executive Officer	\$56,289	<b>\$53,391</b>	2024
<a href="#">Jchc Real Estate Inc</a>	NE	\$51,610	Ceo (Thru 08/24)	\$34,663	<b>\$40,299</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **106** organizations. Compensation range \$41–\$552,941; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$47,039); for reference, expenses \$100,344 and assets \$16,101. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Douglas May, reported title " <i>TREASURER (UNTIL 1/2023)</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	50 <sup>th</sup>

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 (Douglas May) 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 106 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$26,961 is reasonable (approximately the 43<sup>rd</sup> 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.