

Black Mental Health Oregon

Executive Director / CEO

EIN 823706397

OR · NTEE F01

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Taunya David, Executive Director / CEO** (\$143,750) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

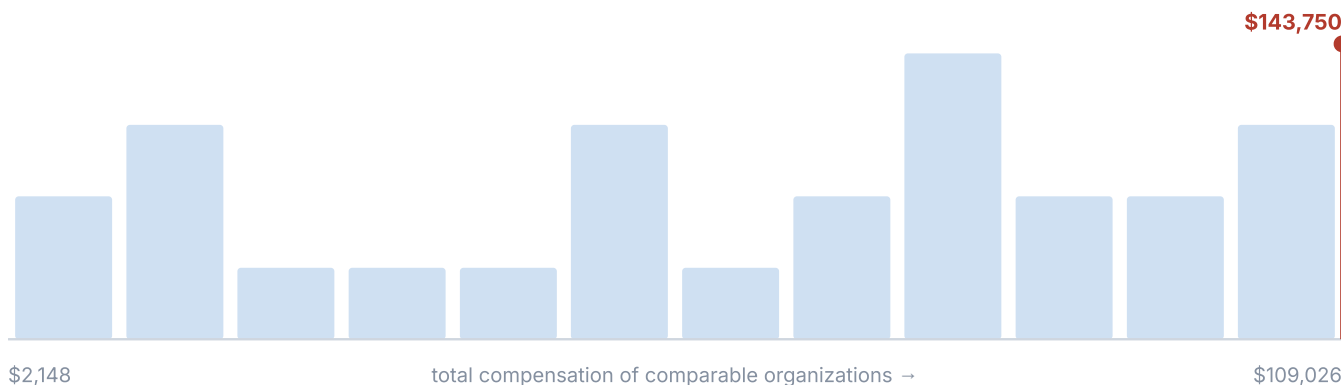
Benchmarked executive: Taunya David — reported title “Executive Director President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F01).
BUDGET	Total revenue between \$185,673 and \$415,686 — 0.67x to 1.50x the subject's \$277,124 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F01), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,108	\$35,403	\$65,527	\$84,196	\$100,665	\$143,750
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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
Rebel With A Cause Films	CO	\$276,545	President/executive Director	\$10,000	\$10,325	2023
Project Safety Net	CA	\$293,508	President & Ceo	\$112,896	\$101,963	2024
The Liv Project	PA	\$259,477	Executive Director/ Board Director	\$2,000	\$2,148	2023
Nevada Coalition For	NV	\$296,353	Ceo/president	\$77,000	\$80,728	2024
Therapy First Corporation	PA	\$251,692	Executive Director	\$18,083	\$18,861	2024
Nami Piedmont Tri-county	SC	\$308,875	Executive Director	\$66,608	\$72,680	2024
Stay Here Nonprofit Corporation	TN	\$309,238	Ceo	\$97,587	\$107,289	2024
Hope For A Drug Free Stephens Corp	GA	\$320,007	Project Dire	\$33,664	\$35,403	2024
Kiflaorg Inc	NY	\$229,470	Chief Science Officer	\$65,744	\$63,972	2023
Project Discovery Inc	NV	\$326,616	President	\$70,200	\$73,599	2024
Triangle Disability Advocates Inc	NC	\$225,652	Executive Director	\$13,000	\$14,464	2023
This Must Be The Place	OH	\$332,462	Secretary	\$44,445	\$50,691	2023
1 Degree Of Separation Inc	CA	\$220,527	President	\$46,000	\$41,545	2024
Suffer Out Loud	MT	\$220,146	Executive Dir.	\$10,825	\$12,204	2024
Collective Action For Safe Spaces	DC	\$340,790	Executive Director	\$98,460	\$90,370	2024
The Hidden Opponent Inc	CA	\$207,582	Coo	\$30,500	\$28,360	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Avery's Angels Foundation Inc	MO	\$204,105	Employee	\$98,417	\$109,026	2024
Mindfulness And Positivity Project	CO	\$200,477	Executive Director	\$45,800	\$47,291	2023
Marshmallow's Hope Nonprofit	IL	\$362,070	Executive Di	\$50,000	\$52,932	2023
Idaho Federation Of Families For Childrens Mental	ID	\$370,560	Executive Director	\$89,764	\$97,301	2025
Aspen Network Inc	MO	\$379,721	Executive Di	\$76,002	\$84,196	2024
Family Voices Of Wisconsin Inc	WI	\$380,994	Executive Dir.	\$69,694	\$76,128	2024
St Charles Community Care Center Foundation Inc	LA	\$386,632	Executive Director	\$83,255	\$98,718	2023
Bumble Bee Yoga Community	TX	\$387,428	Executive Di	\$62,630	\$65,527	2024
Sauk Valley Voices Of Recovery	IL	\$390,878	Executive Director	\$71,337	\$78,617	2022

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 25 organizations. Compensation range \$2,148–\$109,026; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$277,124); for reference, expenses \$618,058 and assets \$44,279.
Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.

ROLE MATCH Taunya David, reported title "*Executive Director President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	100 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 (Taunya David) 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 25 similarly situated organizations (Same NTEE sector (F01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$143,750 is reasonable (approximately the 100th 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.