

# Organic Outreach International Inc

Executive Director / CEO

EIN 841766397

CA · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Walter M Bennett, Executive Director / CEO** (\$102,744) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Walter M Bennett — reported title “Executive Director/Board Member/CFO/Secretary”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (X99).

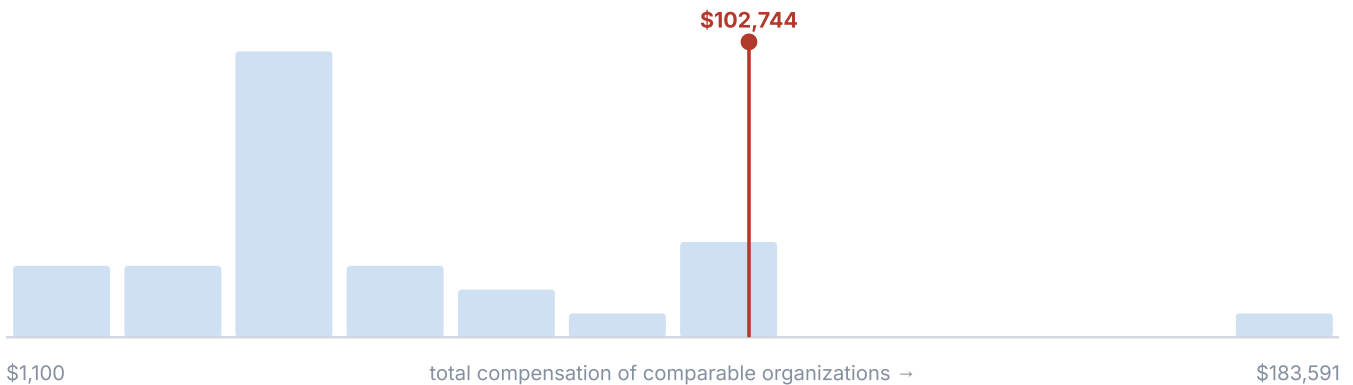
**BUDGET** Total revenue between \$258,825 and \$579,460 — 0.67x to 1.50x the subject's \$386,307 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X99) + CA + budget 0.67–1.5x revenue.

**29** organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,630	\$32,987	\$41,589	\$62,102	\$98,973	\$102,744
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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 CA 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="#">Christian Leadership Institute</a>	CA	\$379,685	Director	\$60,320	<b>\$62,102</b>	2023
<a href="#">Living Success Center</a>	CA	\$366,921	Executive Director	\$12,000	<b>\$12,354</b>	2023
<a href="#">The Lobiko Initiative</a>	CA	\$364,842	Executive Dir.	\$46,614	<b>\$46,614</b>	2024
<a href="#">Holy Martyrs Of England And Wales</a>	CA	\$354,872	Cfo	\$40,000	<b>\$38,969</b>	2025
<a href="#">Dallas Willard Ministries</a>	CA	\$421,340	Dirctr Of School Of Kingdom Living	\$97,721	<b>\$97,721</b>	2024
<a href="#">Relational Tithe Inc</a>	CA	\$340,271	President/co-founder	\$101,000	<b>\$103,983</b>	2023
<a href="#">Care Net Womens Resource Center Of</a>	CA	\$433,199	Executive Dir.	\$57,292	<b>\$57,292</b>	2024
<a href="#">Matthew Fox Legacy Project</a>	CA	\$335,723	Treasurer	\$39,000	<b>\$39,000</b>	2024
<a href="#">Lives Worth Saving</a>	CA	\$334,760	Senior Pasto	\$31,000	<b>\$31,000</b>	2024
<a href="#">Lot318</a>	CA	\$438,059	Ceo	\$32,987	<b>\$32,987</b>	2024
<a href="#">Niswa Association Inc</a>	CA	\$328,005	Ceo	\$40,000	<b>\$40,000</b>	2024
<a href="#">Life Balance Institute</a>	CA	\$326,590	President	\$41,589	<b>\$41,589</b>	2024
<a href="#">Laughter For All Inc</a>	CA	\$325,275	Executive Dir.	\$32,841	<b>\$33,811</b>	2023
<a href="#">Faith For Today Inc</a>	CA	\$313,736	Vice President	\$32,449	<b>\$32,449</b>	2024
<a href="#">Thrive Learning Centers</a>	CA	\$466,812	Executive Dir.	\$16,449	<b>\$16,449</b>	2024
<a href="#">Poimen Ministries</a>	CA	\$303,501	President	\$61,118	<b>\$61,118</b>	2024
<a href="#">Hope Academy</a>	CA	\$300,477	Educational	\$36,000	<b>\$37,063</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Be2live</a>	CA	\$291,496	Vice-president	\$57,974	<b>\$57,974</b>	2024
<a href="#">Newport Mesa Individual And Family</a>	CA	\$489,324	Executive Dir.	\$183,591	<b>\$183,591</b>	2024
<a href="#">Saturation Church Planting International</a>	CA	\$495,253	Presidentfounder	\$96,377	<b>\$96,377</b>	2024
<a href="#">The Mystical Humanity Of Christ</a>	CA	\$274,389	Executive Dir.	\$32,250	<b>\$33,203</b>	2023
<a href="#">Global Sharing</a>	CA	\$271,324	President And Ceo	\$102,240	<b>\$105,260</b>	2023
<a href="#">One Message Foundation Corporation</a>	CA	\$266,703	Ceo	\$42,875	<b>\$42,875</b>	2024
<a href="#">Sean Smith Ministries Inc</a>	CA	\$507,041	President	\$84,000	<b>\$81,835</b>	2025
<a href="#">Compassion Causes</a>	CA	\$265,402	Development Director	\$12,275	<b>\$12,275</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	29 organizations. Compensation range \$1,100–\$183,591; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$386,307); for reference, expenses \$520,019 and assets \$17,430.
ROLE MATCH	Walter M Bennett, reported title <i>"Executive Director/Board Member/CFO/Secretary"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (Walter M Bennett) 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 29 similarly situated organizations (Same NTEE sector (X99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,744 is reasonable (approximately the 90<sup>th</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.