

Amaana Disability Community Resource

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rana I Ottallah, Executive Director / CEO** (\$46,800) against **every comparable organization** that fit the selection criteria — **1074** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

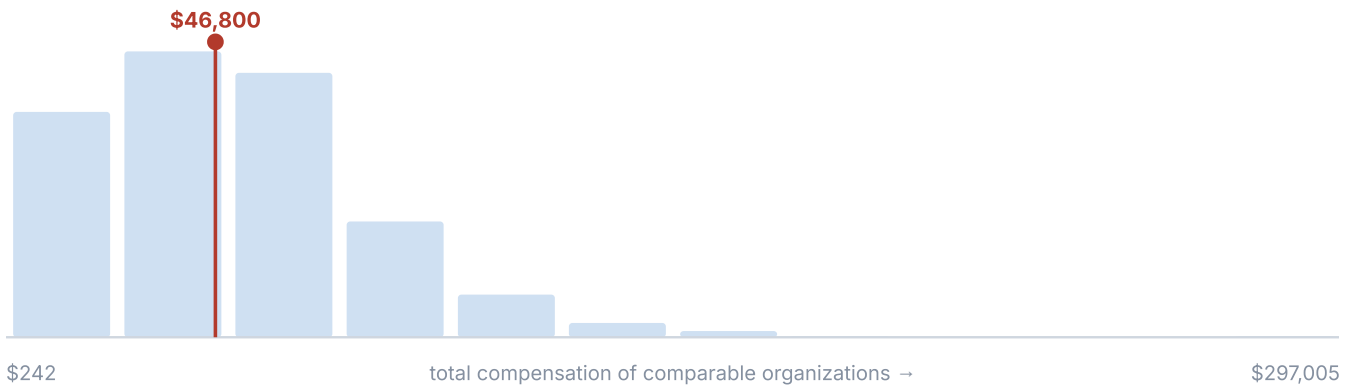
Benchmarked executive: Rana I Ottallah — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$212,463 and \$475,663 — 0.67x to 1.50x the subject's \$317,109 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,074 organizations qualified on sector, size, and geography → **1,074** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,726	\$26,640	\$47,215	\$67,306	\$87,905	\$46,800
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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 LA 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
The Lucas Project	MI	\$317,067	Executive Di	\$48,000	\$46,323	2023
Ihope Together Inc	WI	\$317,432	Executive Director	\$98,326	\$90,853	2025
The Shepherd's Hand	CO	\$317,468	Former Executive Director	\$65,625	\$57,147	2024
Lakes Life Care Center Inc	MN	\$317,595	Director	\$10,800	\$9,691	2024
Seeds Of Hope Homes Inc	CA	\$316,591	President	\$32,400	\$25,408	2024
Dr Jennifer M Jones Foundation	CA	\$316,270	President/ceo	\$161,000	\$129,984	2023
Atlas Of Rock County	MN	\$316,230	Director	\$53,166	\$49,118	2023
Unite Inc	AL	\$318,018	Executive Director	\$33,830	\$33,191	2024
Catholic Charities Foundation 61885016	WA	\$318,166	Executive Director	\$26,446	\$21,503	2024
Welcome To A New Life	OH	\$318,256	Executive Di	\$57,339	\$56,782	2023
Operation Ramp It Up For Veterans	OH	\$318,394	Executive Dir.	\$22,000	\$21,161	2024
A Place-2-live Inc	CA	\$318,740	Executive Dir.	\$70,080	\$54,956	2024
Oasis Of Hope Center	MI	\$315,411	Executive Di	\$18,500	\$17,341	2024
College Autism Network Inc	CT	\$318,885	Executive Director	\$98,500	\$83,872	2024
Tdc Kids Inc	OK	\$318,920	President	\$54,612	\$54,612	2024
West Orange Dream Center Inc	FL	\$319,025	Director	\$43,400	\$38,120	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Counseling Associates	CA	\$315,092	Ceo	\$50,010	\$39,217	2024
Big Homie Ministries International	WA	\$315,083	Executive Director	\$67,475	\$54,862	2024
Pianos For Peace Inc	GA	\$319,147	Executive Director	\$20,000	\$17,791	2025
Lehigh Community Services Inc	FL	\$314,966	Directorsecretaryexec Dire	\$29,321	\$25,015	2024
Fraternity And Sorority Action Fund	DC	\$314,954	Assistant Treasurer	\$28,106	\$22,399	2024
Good Samaritan Medical Clinic Inc	SC	\$314,951	Executive Director	\$47,430	\$46,264	2023
United Church Residences Of Moundsville	OH	\$319,422	Treasurer	\$50,772	\$48,836	2024
Hope Ministries International	OH	\$319,526	Pres	\$28,000	\$26,932	2024
Burkburnett Grace Ministries Inc	TX	\$319,588	Executive Di	\$13,000	\$11,810	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 **1074** organizations. Compensation range \$242–\$297,005; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$317,109); for reference, expenses \$243,702 and assets \$73,558.

ROLE MATCH	Rana I Ottallah, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	49 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	52 nd
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 (Rana I Ottallah) 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 1074 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,800 is reasonable (approximately the 49th 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.