

Oregon Outreach Inc

Executive Director / CEO

EIN 930993469

OR · NTEE P36Z

FY ending 2024-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Katie Carpenter, Executive Director / CEO** (\$72,000) against the **2000** closest of **3,853** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Katie Carpenter — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

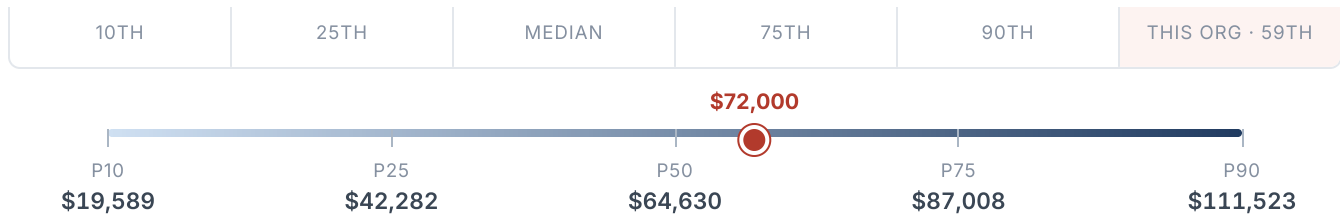
SECTOR	Organizations sharing the subject's NTEE classification (P36Z).
BUDGET	Total revenue between \$298,582 and \$668,469 — 0.67x to 1.50x the subject's \$445,646 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,853 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$19,589	\$42,282	\$64,630	\$87,008	\$111,523	\$72,000
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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
Where All Women Are Honored	SD	\$445,638	Executive Dir.	\$55,385	\$67,765	2023
Help Of Beaufort	SC	\$445,702	Executive Director	\$61,758	\$71,427	2023
Helping Establish Assistance Resource	CA	\$445,744	Executive Dir.	\$26,120	\$25,005	2023
Konscious Youth Development & Servic	NJ	\$445,515	President	\$81,667	\$78,517	2024
Dress For Success Atlanta Inc	GA	\$445,502	Executive Director	\$148,120	\$165,111	2023
Sunnyside Daycare	IL	\$445,477	President	\$85,100	\$90,091	2024
Ht Ministries	OH	\$445,860	Executive Director	\$53,875	\$61,446	2024
Asa Cox Foundation	OH	\$445,932	Director	\$24,653	\$28,948	2023
Synaptiv Inc	CO	\$445,939	President	\$134,195	\$138,562	2024
Macedonia Family Resource Center I	NC	\$445,984	Executive Di	\$85,377	\$94,994	2024
Family Promise Of Montgomery County	TX	\$445,304	Exec Dir	\$72,711	\$78,321	2024
Affecting Community Transformation	OH	\$446,012	Executive Director	\$65,382	\$74,570	2024
Operation Hope Inc	NY	\$446,019	Executive Director	\$40,916	\$39,813	2024
Saturate	WA	\$445,270	Executive D	\$210,396	\$208,832	2023
Yamhill Carlton Together Cares Inc	OR	\$446,053	Executive Dir.	\$49,985	\$49,985	2024
Respite Care Atlanta Inc	GA	\$446,063	Exec. Director	\$92,125	\$102,693	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Poverty Reduction Services	UT	\$446,091	Executive Director	\$111,038	\$122,376	2024
Violence Prevention Center	MN	\$446,113	Director	\$69,081	\$73,504	2024
Iowa Congolese Organization And	IA	\$446,134	President	\$19,644	\$23,845	2023
Southside Services Inc	MN	\$446,143	Executive Director	\$73,260	\$77,950	2024
Rainbow Kitchen Community Services	PA	\$445,146	Executive Director	\$129,727	\$143,422	2023
Beacon House Adoption Services Inc	LA	\$446,208	Program/finance Director	\$60,500	\$73,856	2023
Space Between	WA	\$445,081	Co-director	\$95,234	\$89,447	2025
Agape Of North Alabama Inc	AL	\$446,333	Exec Director	\$106,330	\$123,697	2024
Love Overwhelming	WA	\$446,381	Executive Director	\$64,800	\$62,473	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 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 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	2000 organizations. Compensation range \$278–\$595,192; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$445,646); for reference, expenses \$415,945 and assets \$246,408.
ROLE MATCH	Katie Carpenter, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	134 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 53 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	59 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	53 rd

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 (Katie Carpenter) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 59th 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.