

Oregon Solar Energy Industries

Executive Director / CEO

EIN 931321639

OR · NTEE Y03

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Angela Crowley-koch, Executive Director / CEO** (\$83,144) against **every comparable organization** that fit the selection criteria — **154** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: Angela Crowley-koch — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Y03).

BUDGET Total revenue between \$292,146 and \$654,058 — 0.67x to 1.50x the subject's \$436,039 (the band tightens as size grows).

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

154 organizations qualified on sector, size, and geography

→ **154** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,047	\$4,332	\$19,252	\$50,950	\$102,358	\$83,144
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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
Fraternal Ord Of Eagles 4218 Aerie	VT	\$435,209	Trustee	\$24,612	\$25,243	2025
Administrative Committee Of Chelan	WA	\$437,412	Managing Director	\$57,264	\$55,208	2023
Key West Moose Lodge #1760	FL	\$433,346	Administrator	\$26,400	\$25,272	2025
Benevolent & Protective Order Of Elks	NH	\$439,214	Secretary	\$4,000	\$3,763	2025
Eastportsouth Manor Teachers	NY	\$439,607	Coordinator	\$8,500	\$8,033	2024
R2ise Inc	GA	\$431,931	Chairperson	\$91,100	\$95,806	2024
Mendota Heights Fire Department	MN	\$428,200	President	\$1,825	\$1,887	2024
Kappa Epsilon Psi Military Sorority	GA	\$444,682	National Secretary	\$24,180	\$25,429	2024
Fraternal Order Of Eagles	MI	\$444,833	President	\$145	\$157	2024
Muslim Association Of Northwest	WA	\$445,490	Imam	\$47,899	\$44,854	2024
College Foundation Voluntary Employee Beneficiary Association	NC	\$426,343	Trustee	\$28,632	\$31,857	2023
Benevolent And Protective Order Of Elks Of The Usa 30 New Orleans	LA	\$425,536	Secretary	\$3,900	\$4,375	2025
Dover Moose Lodge 443 Loyal Order Of Moose	NH	\$424,107	Administrator	\$10,400	\$9,785	2025
Russell Utilities Inc	MS	\$449,253	President	\$590	\$669	2025
Ufcw Vacation Compensation Trust	CA	\$421,591	Trustee	\$26,876	\$24,990	2023
Eastern Star Charity Foundation Of	CT	\$450,752	President	\$300	\$287	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Belah-fellowship Water System Inc	LA	\$420,011	President	\$1,200	\$1,423	2023
Richmond Irrigation & Power Company	UT	\$419,625	Water Master	\$25,464	\$27,258	2024
Niagara Falls Memorial Park Association	NY	\$452,837	President	\$70,988	\$67,093	2024
Conservation Burial Inc	FL	\$453,605	Ex Director	\$48,239	\$48,798	2023
Morgan-cemetery Inc	NJ	\$453,986	Trustee	\$3,000	\$2,802	2024
Old Union Water Association Inc	MS	\$416,814	President	\$520	\$624	2023
New York Veteran Police Association Inc	NY	\$415,313	Director	\$18,880	\$18,371	2023
Colonial Cemeteries Inc	CT	\$414,166	President	\$2,400	\$2,423	2023
Lakeland Post-retirement Medical Trust	MI	\$461,319	Trustee	\$157,127	\$174,641	2023

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 154 organizations. Compensation range \$56–\$408,829; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$436,039); for reference, expenses \$318,913 and assets \$321,681.

ROLE MATCH Angela Crowley-koch, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	84 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	74 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 (Angela Crowley-koch) 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 154 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,144 is reasonable (approximately the 84th 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.