

Phoenix Houses Of New York Inc

Executive Director / CEO

EIN 133020608
 NY · NTEE F200
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Ann Marie Goddard, Executive Director / CEO** (\$67,941) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Ann Marie Goddard — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (F200).

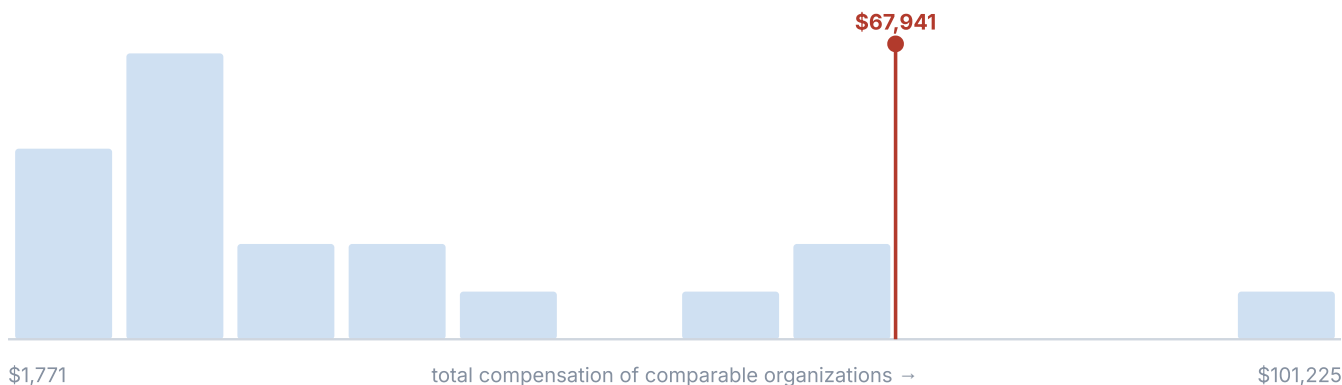
BUDGET Total revenue between \$24,588 and \$55,048 — 0.67x to 1.50x the subject's \$36,699 (the band tightens as size grows).

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

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,558	\$13,089	\$17,779	\$32,558	\$64,318	\$67,941
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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 NY 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
Still Wind Ministries Inc	SC	\$38,207	Executive Director	\$14,830	\$17,121	2024
C3 Pastoral Ministries Inc	OK	\$38,321	Ceo	\$24,000	\$30,110	2023
Virginia Crisis Intervention Team Coalition	VA	\$34,160	President	\$12,000	\$13,201	2023
Sundown M Foundation	WA	\$39,356	Executive Director	\$28,878	\$28,612	2024
Arise	CO	\$33,988	Executive Di	\$61,632	\$65,400	2024
The Openminds Foundation	CA	\$40,330	Executive Director	\$1,800	\$1,771	2023
Ground For Growth Inc	GA	\$41,154	President	\$5,000	\$5,564	2024
Grace Abounds	AR	\$31,164	Therapist- Executive Director	\$79,040	\$101,225	2023
Dutchess Arc Foundation Inc	NY	\$30,091	Executive Director (Started 3/23)	\$51,546	\$53,069	2023
Gls Legacy Inc	TX	\$30,057	President	\$5,000	\$5,535	2024
Bloom In The Dark Inc	TN	\$43,599	President Chairman	\$18,125	\$21,706	2023
Douglas Gardens Community Mental Health	FL	\$29,374	Chief Executive Officer	\$8,167	\$8,741	2023
Resilience Across Borders Inc	MD	\$44,588	Executive Director	\$15,608	\$16,625	2023
Country Valley Industries Inc	NY	\$46,243	Chief Executive Officer	\$35,005	\$35,005	2024
Whistleblowers Of America	FL	\$47,484	Vice President	\$22,126	\$23,002	2024
Center South Housing Development	PA	\$48,315	Director Of Construction	\$13,787	\$15,664	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Helping Our Mentally Ill Experience	CA	\$51,272	President & Ceo	\$67,023	\$64,047	2024
Shdc No 7 Inc	HI	\$52,204	Exec Dir/asst. Secretary	\$12,721	\$12,976	2023
Lighthouse For New Hope	TX	\$53,527	Development Director	\$15,600	\$17,779	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	19 organizations. Compensation range \$1,771–\$101,225; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$36,699); for reference, expenses \$0 and assets \$667,159. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Ann Marie Goddard, reported title <i>"PRESIDENT & CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	95th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Ann Marie Goddard) 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 19 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,941 is reasonable (approximately the 95th 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.