

Unity Acres Inc

Executive Director / CEO

EIN 161577187

NY · NTEE F200

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bear Foote, Executive Director / CEO** (\$33,945) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

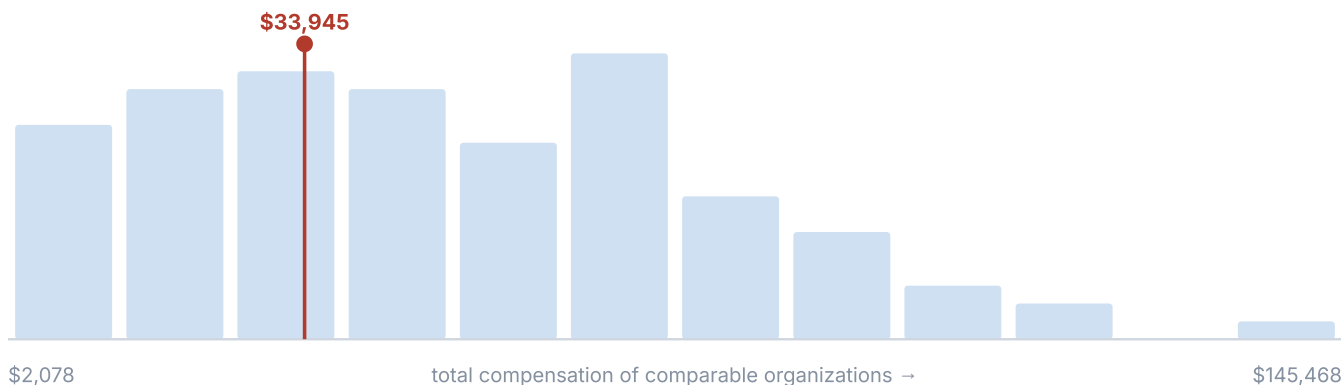
Benchmarked executive: Bear Foote — reported title "OFFICER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F200).
BUDGET	Total revenue between \$152,203 and \$340,753 — 0.67x to 1.50x the subject's \$227,169 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

102 organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,768	\$25,965	\$47,971	\$70,586	\$88,912	\$33,945
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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
110 Inc	MA	\$228,430	President	\$65,000	\$64,640	2024
Iowa Board Of Certification	IA	\$223,675	Executive Director	\$80,000	\$96,937	2024
Rancho Park Recovery Inc	CA	\$221,558	Ceo & Chair	\$40,000	\$39,352	2023
East Bay Mens Recovery Center	CA	\$233,558	Executive Director	\$63,767	\$60,935	2024
Western Wellness Foundation Inc	ND	\$233,635	Executive Director	\$79,095	\$98,894	2023
A Place Of Comfort Inc	CA	\$220,156	Executive Dir.	\$75,500	\$74,278	2023
Cortez Addictions Recovery Services Inc	CO	\$237,614	Executive Dir.	\$3,312	\$3,515	2024
The Carvel Club Inc	IN	\$238,189	Executive Di	\$25,813	\$31,014	2023
Gateway House Inc	OH	\$215,484	Executive Director (From 6/22)	\$63,312	\$76,401	2023
Miriam House	TN	\$239,287	Executive Director	\$8,400	\$10,060	2023
Life Change Centers	TX	\$215,002	President	\$15,461	\$17,115	2024
Impactful Changes Inc	MD	\$214,869	Ceo	\$25,000	\$25,865	2024
Spiritworks Foundation	VA	\$240,324	Executive Director	\$46,978	\$50,197	2024
House Of New Beginnings Inc	IN	\$240,368	Program Director	\$53,000	\$61,852	2024
Lifeboat Addiction Recovery Services	MI	\$212,025	Executive Director	\$9,700	\$11,080	2024
Addiction Recovery Institute	NC	\$211,585	President	\$24,000	\$28,254	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hawc Foundation	WV	\$244,835	Director	\$2,000	\$2,334	2025
Mothers For Awareness And	CO	\$244,986	Chairman & C	\$35,000	\$37,140	2024
Hanani House	MO	\$209,092	Director Of	\$21,112	\$24,746	2024
Cullman Re-entry Addiction	AL	\$246,332	Director	\$67,750	\$80,999	2024
Desire 4 Hope Inc	NJ	\$247,014	Executive Director	\$25,818	\$26,264	2023
Turning Point Christian Center Inc	CT	\$248,183	President/director	\$65,098	\$67,546	2024
Grace Of God Recovery House Inc	NY	\$248,554	President	\$52,486	\$51,133	2025
Perfectly Loved Inc	AR	\$249,589	Executive Di	\$45,066	\$54,614	2025
Outsiders Anonymous	TX	\$204,614	Program Director	\$30,000	\$34,191	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 102 organizations. Compensation range \$2,078–\$145,468; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$227,169); for reference, expenses \$312,913 and assets \$978,058.

ROLE MATCH Bear Foote, reported title "OFFICER", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	34 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	34 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 (Bear Foote) 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 102 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,945 is reasonable (approximately the 34th 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.