

Foundations A Place For Education And Recovery Inc

Executive Director / CEO

EIN 161758858

OH · NTEE F33

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Beyer, Executive Director / CEO** (\$61,000) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Michelle Beyer — 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 (F33).

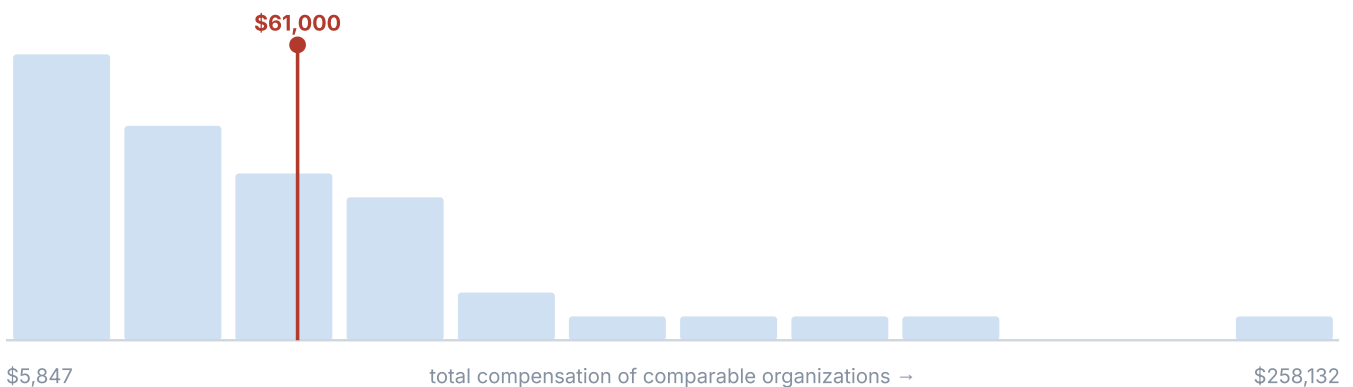
BUDGET Total revenue between \$269,467 and \$603,285 — 0.67x to 1.50x the subject's \$402,190 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F33), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography

→ **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,912 10TH	\$21,345 25TH	\$41,764 MEDIAN	\$75,091 75TH	\$111,153 90TH	\$61,000 THIS ORG · 61ST
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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 OH 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
Feather River Mens Center	CA	\$403,995	Asst Director	\$51,227	\$41,764	2023
House Of Hope	IA	\$405,819	Executive Director	\$56,667	\$56,900	2024
Reunification Transitional Housing Corporation	CA	\$381,894	Ceo	\$72,048	\$58,739	2023
Blue River Housing Corp	MI	\$426,094	President	\$6,000	\$5,847	2023
People Who Care Children's Association	CA	\$368,834	Non-voting Member	\$67,390	\$53,365	2024
Midway Apartments Inc	GA	\$367,120	Executive Dir.	\$19,500	\$17,981	2024
Bridge To Balance Inc	AZ	\$356,546	President	\$122,414	\$111,153	2023
Pathway Recovery Inc	VA	\$353,900	President And Chief Executive Officer	\$19,962	\$18,198	2023
The Ryan Licht Sang Bipolar Foundation Inc	IL	\$450,686	President/director	\$98,200	\$88,535	2024
Bhr Housing Properties	WA	\$353,568	Bhr Ceo	\$25,251	\$21,345	2023
Kadima Nonprofit Housing Corporation	MI	\$452,605	President	\$36,676	\$34,716	2024
Yana House	IL	\$455,297	Executive Director	\$158,600	\$139,305	2025
Morning Starr New Beginnings	TX	\$456,000	President	\$60,000	\$55,041	2024
North Sunflower Medical Foundation	MS	\$456,827	Executive Di	\$20,000	\$20,427	2024
L'arche North Carolina	NC	\$335,585	Executive Director	\$70,179	\$66,500	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Acts 1 And 8 Housing	OH	\$469,663	President	\$83,200	\$80,813	2024
Reach Sober Living Inc	MI	\$471,659	Ed/clinical	\$178,534	\$168,994	2024
A Peace Of Mind Inc	PA	\$324,326	Executive Director	\$43,805	\$40,061	2024
Guardian Hills Veterans Healing Center	MO	\$481,297	Executive Director	\$41,667	\$40,472	2024
B C Davis Inc	MI	\$311,755	President	\$36,900	\$34,928	2024
Adelphoi Services Inc	PA	\$494,100	Assistant Secretary/treasurer	\$7,704	\$7,046	2024
Sheridan Hill House Corporation	NY	\$495,099	Ceo	\$18,651	\$15,912	2023
Peace River Center Properties Inc	FL	\$306,470	Secretary	\$27,335	\$23,550	2024
Clinton Residence Inc	NY	\$504,777	Executive Director	\$7,880	\$6,723	2023
Shepherds Way Inc	KS	\$504,885	President And Ceo	\$18,000	\$17,834	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 41 organizations. Compensation range \$5,847–\$258,132; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$402,190); for reference, expenses \$337,664 and assets \$187,314.

ROLE MATCH Michelle Beyer, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	12 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	61 st
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	37 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 (Michelle Beyer) 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 41 similarly situated organizations (Same NTEE sector (F33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,000 is reasonable (approximately the 61st 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.