

Escalade Recovery Foundation

Executive Director / CEO

EIN 20005293

CA · NTEE F21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ross Zeigler, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Ross Zeigler — reported title “PRESIDENT BOARD MEMBER”, 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 (F21).

BUDGET Total revenue between \$60,923 and \$136,396 — 0.67x to 1.50x the subject's \$90,931 (the band tightens as size grows).

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

125 organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,949	\$20,518	\$39,786	\$58,891	\$77,745	\$12,000
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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 CA 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
Signature Health Ashtabula Nmtc Inc	OH	\$91,186	President & Ceo	\$38,800	\$46,226	2024
Foundations In Recovery Inc	CA	\$91,231	Exec Director	\$90,250	\$87,661	2024
Mental Health Association Housing	NY	\$91,257	Chief Administrative Officer	\$3,789	\$3,851	2024
Casa De Santa Maria Inc	CO	\$91,512	Co Exec Director	\$5,000	\$5,393	2024
Healing Partners Counseling Inc	NJ	\$90,167	Director	\$27,200	\$28,124	2023
Affinity Community Services	IL	\$92,068	Executive Director	\$36,734	\$40,623	2024
Pyramid Recovery Center	TN	\$89,578	Executive Director	\$22,508	\$25,927	2025
A Change Of Mind Inc	UT	\$93,500	President	\$6,538	\$7,526	2024
180 Recovery House	AL	\$88,295	Director	\$21,830	\$30,709	2021
Orchard Community Inc	CA	\$88,278	Ceo	\$42,385	\$41,169	2024
Project Share Vii Inc	NY	\$93,702	Executive Director	\$70,564	\$73,843	2023
Burrell Housing Options Corporation	MO	\$94,337	President And Ceo - Pfh	\$270,117	\$331,320	2023
Kiva Spirit Foundation	CA	\$86,970	Executive Director/treasurer	\$49,000	\$49,000	2023
Nami Marion County Inc	FL	\$86,827	Executive Director	\$2,500	\$2,641	2024
A Right Heart Ministries Inc	NY	\$95,429	Director	\$65,000	\$68,020	2023
Valley Of The Sun School Properties Six	AZ	\$95,649	Board Member	\$19,940	\$22,208	2023
Prepare Our Youth Inc	DC	\$85,879	Executive Director	\$35,417	\$34,960	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Suburban Pastoral Counseling Clinic Inc	MD	\$85,783	Exec Director	\$38,410	\$41,586	2023
Richardville Apartments li Inc	IN	\$96,141	President	\$44,374	\$52,637	2024
Lost Sheep Ministries Intl	MN	\$85,518	Executive Director	\$33,000	\$36,679	2024
Soulful Living For Addiction And Long Term Recovery Inc	NY	\$84,845	President	\$31,750	\$33,225	2023
Aish Seminars Inc	MD	\$97,209	President	\$56,000	\$58,891	2024
Mack Alive	MI	\$84,506	Executive Director	\$15,000	\$17,416	2024
The Sanctuary Foundation	ND	\$97,562	Vice President	\$24,700	\$30,490	2024
Solide Inc	TX	\$98,030	Ex Director	\$16,200	\$18,228	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	125 organizations. Compensation range \$1,215–\$331,320; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$90,931); for reference, expenses \$127,141 and assets \$378,691.
ROLE MATCH	Ross Zeigler, reported title <i>"PRESIDENT BOARD MEMBER"</i> , 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	47 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	15 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	6 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 (Ross Zeigler) 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 125 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 15th 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.