

People Advocating Recovery Inc

Executive Director / CEO

EIN 201664735

KY · NTEE E70

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tara Hyde, Executive Director / CEO** (\$95,000) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

Benchmarked executive: Tara Hyde — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

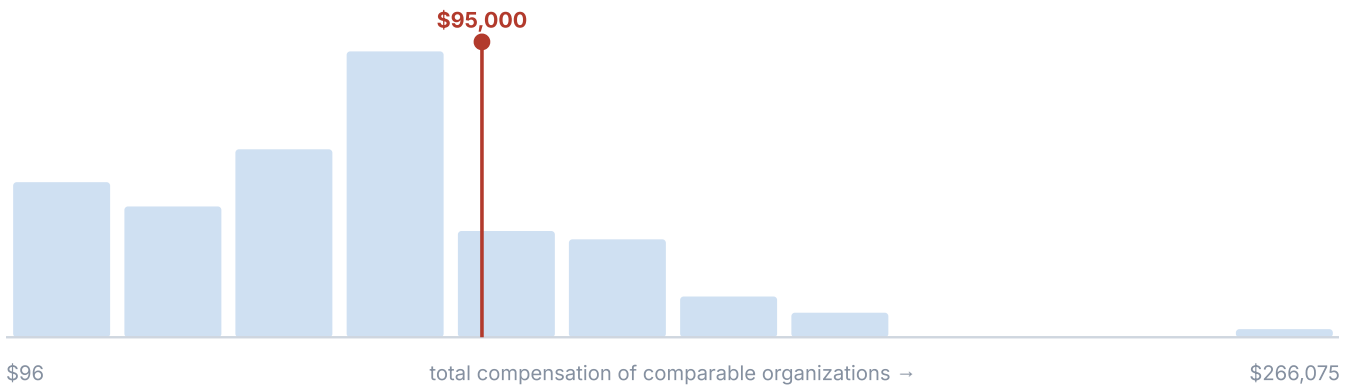
SECTOR Organizations sharing the subject's NTEE classification (E70).

BUDGET Total revenue between \$236,941 and \$530,466 — 0.67x to 1.50x the subject's \$353,644 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

127 organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,856	\$36,770	\$70,866	\$91,440	\$123,605	\$95,000
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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 KY 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
The Annie Appleseed Project	FL	\$354,438	President	\$53,000	\$45,149	2025
National Nurse Practitioner Residency	CT	\$356,680	Executive Director	\$188,381	\$169,258	2023
Seven Star Academy Inc	LA	\$348,540	Executive Director & Founder	\$85,227	\$89,930	2023
The Patient Revolution Inc	MN	\$348,045	Executive Director	\$141,440	\$130,085	2024
Carefirst Carolina Foundation	SC	\$359,527	Foundation D	\$10,500	\$10,497	2023
Healthy Community Coalition	ME	\$359,679	Former President	\$50,167	\$46,757	2024
Healthy Alliances Matter For All	MN	\$346,830	Executive Director	\$66,160	\$62,645	2023
Formed Families Forward	VA	\$346,633	Executive Di	\$85,238	\$76,604	2024
Scch Fitness Center Inc	IN	\$361,128	Director	\$51,750	\$52,297	2023
Confluence Public Health Alliance	MT	\$362,814	Executive Director	\$93,960	\$94,273	2024
Options For Women East	MN	\$363,109	Executive Director	\$76,498	\$72,435	2023
Kentucky Health Departments Assn	KY	\$363,838	Executive Director	\$82,308	\$84,739	2023
Montanas Peer Network	MT	\$365,967	Executive Dir.	\$83,269	\$83,546	2024
Yankton Rural Area Health Education	SD	\$367,253	Executive Di	\$28,370	\$29,143	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arts And Healing Initiative	CA	\$339,180	Executive Direc	\$119	\$96	2024
Conectinc	NY	\$371,731	Exec Director	\$75,000	\$63,081	2024
Mile In My Shoes	MN	\$371,876	Executive Director (Through August 2024)	\$66,166	\$60,854	2024
Integrated Center For Group Medical	MA	\$334,755	Director	\$21,578	\$18,048	2024
Playmakers Fitness Foundation Inc	MI	\$333,631	Executive Director	\$118,046	\$113,409	2024
Community Access To Coordinated	NE	\$333,588	Executive Di	\$61,792	\$63,687	2023
Trust Chw	TX	\$331,457	Founder	\$10,935	\$10,181	2024
Fountain Project Foundation Inc	CA	\$376,944	Manager	\$40,200	\$32,310	2024
National Interprofessional Initiative On	CO	\$377,253	Top Mgmt Official-ind Cont	\$129,875	\$119,338	2023
Smiles Of Faith Inc	OK	\$377,545	Executive Di	\$50,000	\$51,246	2024
Hill Country Mission For Health	TX	\$378,290	Executive Director	\$98,010	\$93,950	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 127 organizations. Compensation range \$96–\$266,075; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$353,644); for reference, expenses \$359,355 and assets \$645,991.
ROLE MATCH	Tara Hyde, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	79 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	73 rd

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 (Tara Hyde) 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 127 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 79th 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.