

The Center For Reintegration

Executive Director / CEO

This analysis benchmarks the total compensation of **Ralph Aquila, Executive Director / CEO** (\$12,560) against **every comparable organization** that fit the selection criteria — **345** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

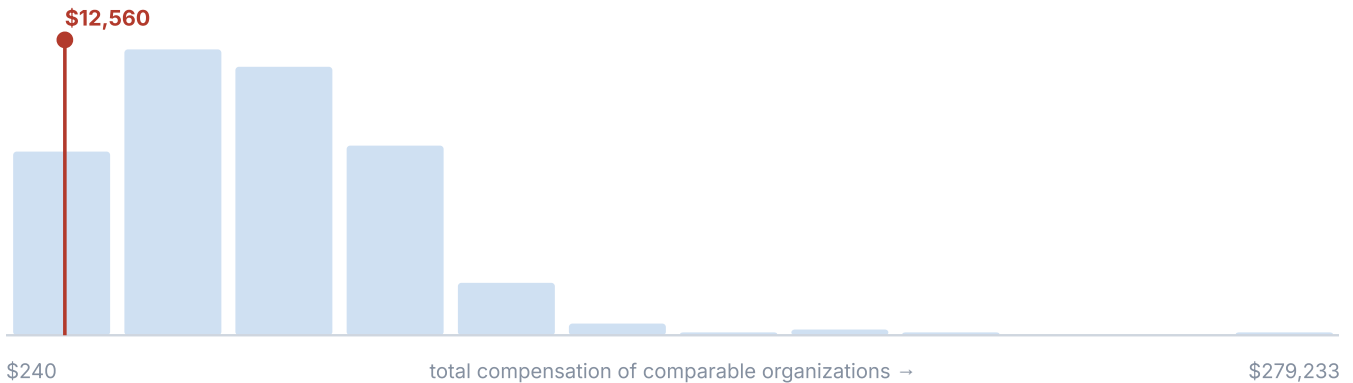
Benchmarked executive: Ralph Aquila — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

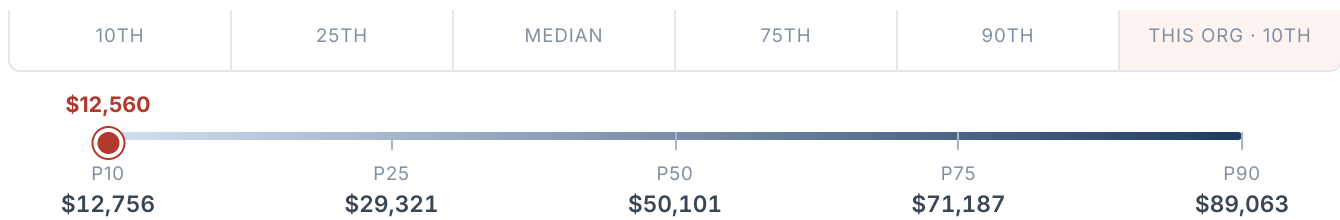
SECTOR	Organizations sharing the subject's NTEE classification (F80).
BUDGET	Total revenue between \$111,262 and \$249,094 — 0.67x to 1.50x the subject's \$166,063 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

345 organizations qualified on sector, size, and geography → **345** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,756	\$29,321	\$50,101	\$71,187	\$89,063	\$12,560
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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
North Fayette Valley Community	IA	\$166,740	Mentor Coord	\$11,036	\$13,372	2023
Neighborhood Living Resources	CO	\$165,355	Ceo	\$33,102	\$35,126	2023
The Research And Recognition	NY	\$166,782	Chief Executive Officer	\$25,000	\$24,283	2024
Day At A Time Inc	CO	\$165,340	Manager	\$29,656	\$30,566	2024
Therapy Experienced	OR	\$166,809	President	\$43,950	\$43,871	2024
Central Ohio Group Fellowship Inc	OH	\$165,204	Office Manager	\$56,134	\$63,908	2024
Youth Farm Inc	IL	\$165,178	President & Ceo	\$21,294	\$21,923	2025
Bennie's Barn Inc	OK	\$165,068	Executive Director	\$21,000	\$25,590	2023
Watershed Ministries Inc	NC	\$164,101	Executive Di	\$24,000	\$26,655	2024
Beech Grove Comprehensive Drug-free	IN	\$164,073	Executive Di	\$50,394	\$57,124	2024
Institute For Behavior And Health Inc	MD	\$168,314	Secretary	\$100,000	\$100,493	2024
Life Houses Inc	MT	\$168,595	Executive Dir.	\$21,055	\$24,396	2024
Sick Recovery For 638	PA	\$163,527	Executive Director	\$31,731	\$34,014	2024
National Woman's Christian Temperance	IL	\$169,019	President	\$2,000	\$2,114	2024
Petersburg Mental Health Services Inc	AK	\$162,935	Executive Director	\$41,900	\$41,949	2025
Road Radio Usa Inc	PA	\$162,818	President	\$72,000	\$79,458	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Baton Rouge Crisis Intervention Center	LA	\$169,449	Executor Director	\$37,180	\$44,006	2024
Jersey Innovative Services Foundati	NJ	\$162,494	Trustee	\$2,660	\$2,553	2024
Northeastern Mental Health Foundation	SD	\$169,652	Director	\$22,719	\$26,951	2024
Volunteer Information & Referral Service	WY	\$162,053	Executive Director	\$30,414	\$36,041	2023
Words Of Hope 4 Life	MI	\$161,866	Executive Di	\$19,500	\$21,635	2024
Smiles For Jake	MN	\$161,163	Executive Di	\$83,861	\$89,071	2024
Children Are A Gift Foundation	TX	\$171,045	Former Exec Dir	\$13,063	\$14,046	2024
Wabash Recovery Services Inc	IN	\$160,941	Executive Di	\$53,200	\$60,305	2024
Dallas Intergroup Association	TX	\$171,502	Office Manager	\$57,758	\$62,104	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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 345 organizations. Compensation range \$240–\$279,233; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$166,063); for reference, expenses \$248,522 and assets \$390,103. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Ralph Aquila, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	10 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	7 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 (Ralph Aquila) 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 345 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,560 is reasonable (approximately the 10th 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.