

# Halcyon Activity Center Inc

Executive Director / CEO

EIN 231893794  
 PA · NTEE F34Z  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Dornes, Executive Director / CEO** (\$8,813) against **every comparable organization** that fit the selection criteria — **752** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

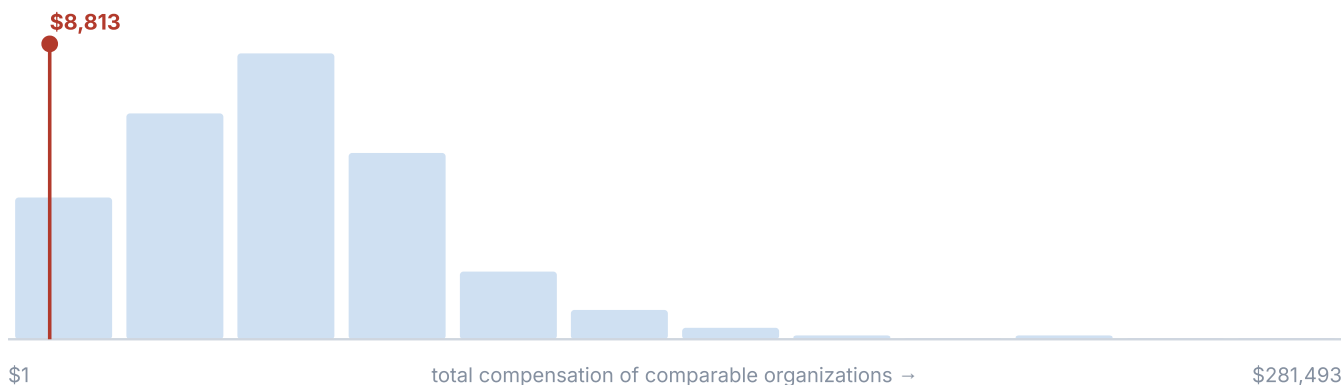
**Benchmarked executive:** Kathleen Dornes — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F34Z).
BUDGET	Total revenue between \$209,340 and \$468,673 — 0.67x to 1.50x the subject's \$312,449 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**752** organizations qualified on sector, size, and geography → **752** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,675	\$33,214	\$56,459	\$76,400	\$99,774	<b>\$8,813</b>
----------	----------	----------	----------	----------	----------------



## ■ 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 PA 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
<a href="#">Rooms Of Hope Inc</a>	CA	\$312,270	President	\$92,000	<b>\$77,377</b>	2024
<a href="#">Employee Assistance Program Of Warren</a>	NY	\$312,220	Executive Dir. Effective	\$108,890	<b>\$98,669</b>	2023
<a href="#">Resource Development Institute</a>	MO	\$312,122	Ceo	\$91,054	<b>\$93,933</b>	2024
<a href="#">The Bridge Restoration Ministry Napa</a>	CA	\$312,035	Executive Director	\$60,750	<b>\$52,603</b>	2023
<a href="#">Clearhope Counseling Center</a>	TX	\$312,998	Executive Director	\$123,602	<b>\$120,427</b>	2024
<a href="#">Jones Project Inc</a>	KS	\$311,896	Ed/pres/sec/director	\$106,017	<b>\$114,852</b>	2023
<a href="#">Canterbury Counseling Center</a>	SC	\$311,851	Executive Director	\$51,038	<b>\$51,861</b>	2024
<a href="#">B C Davis Inc</a>	MI	\$311,755	President	\$36,900	<b>\$37,097</b>	2024
<a href="#">Central Minnesota Dementia Community</a>	MN	\$313,292	President	\$10,425	<b>\$10,033</b>	2024
<a href="#">Child Guidance Foundation Inc</a>	FL	\$311,585	Ceo	\$12,600	<b>\$11,529</b>	2024
<a href="#">Recovery Cafe Dc</a>	DC	\$313,362	Ceo/board Secretary	\$60,000	<b>\$51,283</b>	2024
<a href="#">California Chaplain Corps</a>	CA	\$313,397	Exec. Director	\$76,310	<b>\$64,181</b>	2024
<a href="#">Good Samaritans Of San Diego</a>	CA	\$311,063	Director	\$52,000	<b>\$43,735</b>	2024
<a href="#">Love Like Lexi Project Inc</a>	AL	\$314,689	Executive Dire	\$72,969	<b>\$76,782</b>	2024
<a href="#">Psychotherapy Training Associates</a>	CA	\$314,697	President & Ceo	\$17,500	<b>\$14,719</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New Hope Counseling Services Inc</a>	IN	\$310,014	Pastor Of Operations	\$85,841	<b>\$90,775</b>	2023
<a href="#">Hope For Healthy Families Counseling Center</a>	CA	\$315,277	Ceopresident	\$16,929	<b>\$14,238</b>	2024
<a href="#">Breaking The Silence New Mexico</a>	NM	\$309,573	Executive Dir.	\$63,057	<b>\$66,058</b>	2024
<a href="#">Harbor Ministries Life Trainin</a>	TX	\$309,295	President	\$46,500	<b>\$46,644</b>	2023
<a href="#">Stay Here Nonprofit Corporation</a>	TN	\$309,238	Ceo	\$97,587	<b>\$99,911</b>	2024
<a href="#">Schoharie County Council On Alcohol And</a>	NY	\$315,674	Executive Dir.	\$27,000	<b>\$23,763</b>	2024
<a href="#">Lifeline Rehabilitation And Prevention Center</a>	CA	\$315,877	Case Manager	\$24,358	<b>\$20,486</b>	2024
<a href="#">Nami Piedmont Tri-county</a>	SC	\$308,875	Executive Director	\$66,608	<b>\$67,682</b>	2024
<a href="#">Cbhs Inc</a>	NY	\$316,239	Chief Administrative Officer	\$12,436	<b>\$10,945</b>	2024
<a href="#">Heartstrings Counseling Inc</a>	CA	\$308,555	Ceo	\$90,000	<b>\$77,931</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **752** organizations. Compensation range \$1–\$281,493; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$312,449); for reference, expenses \$270,268 and assets \$356,464.
ROLE MATCH	Kathleen Dornes, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	9 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</sup>

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 (Kathleen Dornes) 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 752 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,813 is reasonable (approximately the 4<sup>th</sup> 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.