

Denver Area Central Committee AA

Executive Director / CEO

EIN 237019667

CO · NTEE F21Z

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Abby Hoke, Executive Director / CEO** (\$66,080) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Abby Hoke — reported title "OFFICE MANAGER", 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 (F21Z).
BUDGET	Total revenue between \$96,362 and \$215,736 — 0.67x to 1.50x the subject's \$143,824 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F21), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation





● 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 CO 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
Broken Chains	NC	\$143,611	Treasurer/coo	\$38,450	\$40,244	2024
Standing Together On Meth	TX	\$151,756	Research & D	\$38,576	\$39,088	2024
Not My Child Inc	MD	\$134,101	Executive Di	\$52,000	\$50,700	2023
The Courage To Speak Foundation Inc	CT	\$130,213	Ceo & Founder	\$52,000	\$50,847	2023
Siouxland Cares About Substance Abuse	IA	\$127,423	Executive Director	\$58,548	\$64,937	2024
Road Radio Usa Inc	PA	\$162,818	President	\$72,000	\$74,880	2023
National Woman's Christian Temperance	IL	\$169,019	President	\$2,000	\$1,992	2024
Dare Coalition Against Substance	NC	\$118,147	Programs Dir	\$36,612	\$39,452	2023
Suffit Inc	LA	\$175,539	President	\$1,899	\$2,119	2024
Hillsborough County Anti-drug Alliance Inc	FL	\$177,178	Ceo	\$66,734	\$63,504	2024
Portland Area Intergroup Inc	OR	\$186,364	Office Manager	\$68,000	\$63,967	2024
The Sanctuary Foundation	ND	\$97,562	Vice President	\$24,700	\$27,457	2024
Mi Chiantla	WA	\$191,301	President	\$83,736	\$78,184	2023
Community Living Above	OR	\$201,413	Board Director And Executive Director	\$73,481	\$69,123	2024
Oasis Recovery Community	GA	\$202,208	Secretary/tr	\$18,200	\$21,458	2021

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Birdielight	OH	\$203,383	Co-founder	\$22,769	\$25,150	2023
Cwc Alliance Inc	GA	\$214,173	Coo	\$43,895	\$44,708	2024
Peer Coalition Inc	NY	\$215,000	Director	\$65,875	\$60,298	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	18 organizations. Compensation range \$1,992–\$78,184; filing years 2021–2024.
SIZE BASIS	Matched on total revenue (\$143,824); for reference, expenses \$164,107 and assets \$210,162.
ROLE MATCH	Abby Hoke, reported title " <i>OFFICE MANAGER</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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	83rd
Total compensation (D + F), as reported (no adjustments)	72nd
Reportable pay only (column D), adjusted	61st
All sources (D + E + F), adjusted	83rd

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 (Abby Hoke) 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 13, 2026, comparing compensation against 18 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,080 is reasonable (approximately the 83rd 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 13, 2026.