

Butler Alcohol Countermeasures Program

Executive Director / CEO

EIN 251437768
 PA · NTEE I23Z
 FY ending 2024-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Amy Goslaw, Executive Director / CEO** (\$61,181) against **every comparable organization** that fit the selection criteria — **397** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Amy Goslaw — reported title “DIRECTOR”, 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 (I23Z).
BUDGET	Total revenue between \$154,719 and \$346,387 — 0.67x to 1.50x the subject's \$230,925 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

397 organizations qualified on sector, size, and geography → **397** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$18,115	\$37,824	\$57,292	\$77,397	\$97,896	\$61,181
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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 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
Front Range Casa Gal Inc	MT	\$230,891	Executive Director	\$69,351	\$74,964	2024
Colorado Judicial Institute	CO	\$231,683	Executive Dir.	\$80,310	\$77,221	2024
Ronnies House	CA	\$230,126	Executive Director	\$500	\$433	2024
Poetic Justice Inc	OK	\$231,741	Executive Dir.	\$37,188	\$42,275	2023
The Childrens Advocacy Center Of Cleveland County	NC	\$232,013	Executive Director	\$68,289	\$68,933	2025
Partners In Restorative Initiatives Inc	NY	\$232,097	Co Executive Director	\$62,518	\$56,650	2024
Warren Washington Care Center	NY	\$232,516	Executive Dir.	\$57,081	\$51,723	2024
The Vermont Children's Alliance	VT	\$232,894	Executive Director	\$65,944	\$66,558	2024
Crossroads For Florida Kids Inc	FL	\$228,940	Executive Director	\$105,000	\$98,913	2024
Autauga Elmore Community Correction	AL	\$228,515	Executive Di	\$61,541	\$77,175	2021
Second Chance And Reentry Services	OK	\$228,340	Executive Dir.	\$10,462	\$12,381	2022
Rutland County Child First	VT	\$233,936	Executive Di	\$50,346	\$50,815	2024
Ch Pennsylvania Under - 21 Holdings Inc	PA	\$233,999	Former Executive Director	\$52,048	\$53,585	2023
Newport Community Justice Ctr Inc	VT	\$234,811	Executive Director	\$66,961	\$67,585	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southwest District Law Enforcement	LA	\$235,092	Executive Director	\$54,921	\$59,080	2025
International Prison Ministry Inc	CA	\$226,747	Asst Director	\$51,750	\$46,134	2023
Human Rights Coalition	PA	\$235,535	Executive Dir.	\$49,284	\$49,284	2024
Crime Stoppers Of The United States Of America Inc	VA	\$235,634	Director	\$39,000	\$37,761	2024
Environmental Law Foundation	CA	\$235,747	Executive Director	\$52,250	\$45,243	2024
National Council Of Juvenile	NV	\$235,792	Secretary/treasurer, Ceo	\$45,284	\$45,517	2024
Inside Out Network Inc	AZ	\$225,997	President And Executive Director	\$89,165	\$85,990	2024
Casa Of Hill County Texas	TX	\$225,648	Exec Dir 6.2	\$36,300	\$37,487	2023
Barbara Schneider Foundation	MN	\$225,546	Executive Director	\$46,825	\$46,397	2024
Justice Mapping Center Inc	NY	\$236,320	Director	\$153,642	\$143,332	2023
Washington County Diversion Program Inc	VT	\$236,601	Executive Director	\$52,842	\$54,910	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT	397 organizations. Compensation range \$10–\$407,959; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$230,925); for reference, expenses \$248,321 and assets \$184,434.
ROLE MATCH	Amy Goslaw, reported title " <i>DIRECTOR</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	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	55 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	51 st

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 (Amy Goslaw) 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 10, 2026, comparing compensation against 397 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$61,181 is reasonable (approximately the 55th 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 10, 2026.