

Angels At Risk

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Susie Spain, Executive Director / CEO** (\$138,490) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

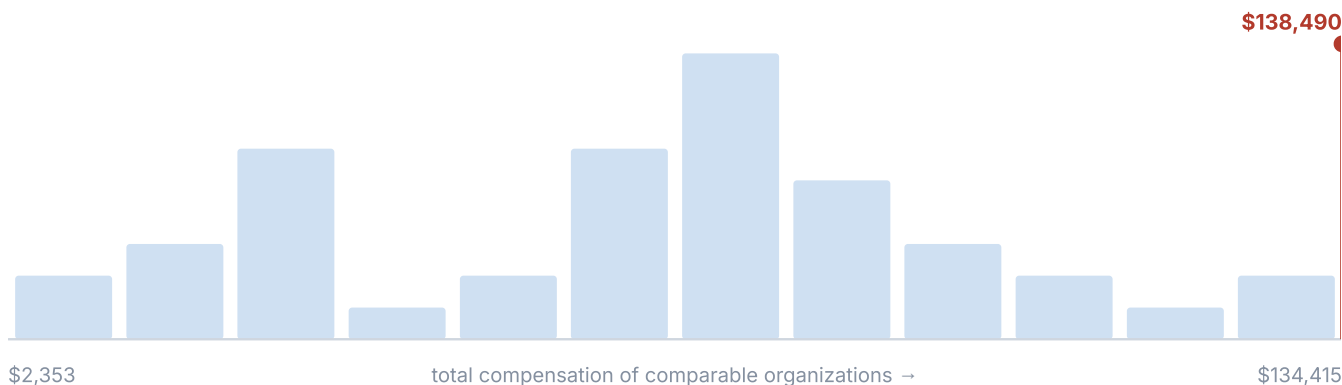
Benchmarked executive: Susie Spain — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

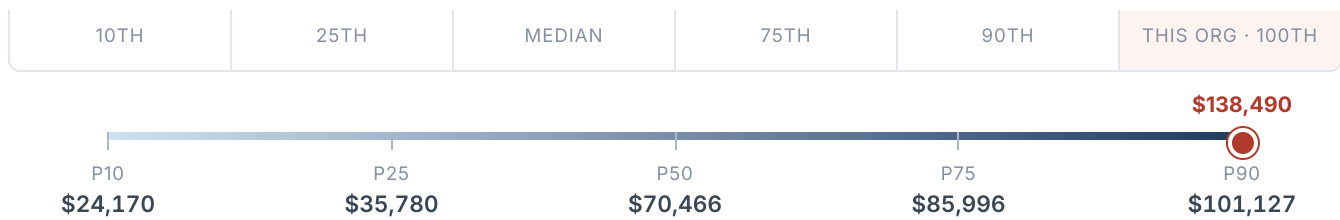
SECTOR	Organizations sharing the subject's NTEE classification (F21).
BUDGET	Total revenue between \$173,607 and \$388,674 — 0.67x to 1.50x the subject's \$259,116 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F21), nationwide + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,170	\$35,780	\$70,466	\$85,996	\$101,127	\$138,490
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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 CA 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
Educational Alternatives	OK	\$259,532	Executive Director	\$86,056	\$106,590	2024
Lifeline-connect Inc	IL	\$268,033	Exec Dir	\$12,000	\$13,271	2024
Cmc Initiative Inc	GA	\$248,403	Executive Dir.	\$83,000	\$93,875	2024
Lets Be Clear Georgia Inc	GA	\$274,503	Executive Dir.	\$27,616	\$31,235	2024
The Shepherds Fold Ministry Inc	AR	\$276,142	Exec Director	\$56,012	\$72,913	2023
Wswa Educational Foundation Inc	DC	\$240,275	Secretary	\$83,620	\$84,978	2023
The Pier Foundation	GA	\$282,695	Vice Chairma	\$68,296	\$77,245	2024
Boone County Prevention &	IA	\$234,876	Executive Dir.	\$57,132	\$72,444	2023
Broward County Intergroup Inc	FL	\$233,902	Executive Dir.	\$66,634	\$70,413	2024
Pickaway Addiction Action Coalition	OH	\$226,884	Coalition Administrator	\$31,200	\$37,171	2024
The Peggie And Paul Shevlin Family	PA	\$292,653	Executive Di	\$71,859	\$80,607	2024
Campbell County Drug Free Alliance	KY	\$225,002	Executive Director	\$81,927	\$101,933	2023
Ben's Friends	SC	\$224,219	Vice President	\$75,000	\$90,612	2023
525 Foundation Inc	IN	\$296,807	President	\$61,000	\$74,497	2023
Peer Coalition Inc	NY	\$215,000	Director	\$65,875	\$66,958	2024
Cwc Alliance Inc	GA	\$214,173	Coo	\$43,895	\$49,646	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Birdielight	OH	\$203,383	Co-founder	\$22,769	\$27,928	2023
Oasis Recovery Community	GA	\$202,208	Secretary/tr	\$18,200	\$23,828	2021
Community Living Above	OR	\$201,413	Board Director And Executive Director	\$73,481	\$76,758	2024
Massac County Drug Awareness C	IL	\$316,847	Program Dir	\$52,821	\$58,413	2024
Favor Western Pennsylvania	PA	\$320,914	Executive Di	\$18,144	\$20,954	2023
Coalition For Youth Drug Abuse	AZ	\$322,094	President	\$52,000	\$57,915	2023
Family Alliance Of Paulding Inc	GA	\$323,600	Executive Director	\$39,186	\$47,500	2022
Phillips County Coalition For Healthy	MT	\$323,786	Executive Director	\$21,825	\$27,245	2023
Mi Chiantla	WA	\$191,301	President	\$83,736	\$86,820	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	42 organizations. Compensation range \$2,353–\$134,415; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$259,116); for reference, expenses \$208,098 and assets \$64,930.
ROLE MATCH	Susie Spain, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	95 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 (Susie Spain) 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 42 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$138,490 is reasonable (approximately the 100th 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.