

# The Research And Recognition

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Mark Ackermann, Executive Director / CEO** (\$25,000) 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 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Mark Ackermann — reported title "CHIEF EXECUTIVE OFFICER", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (F30).

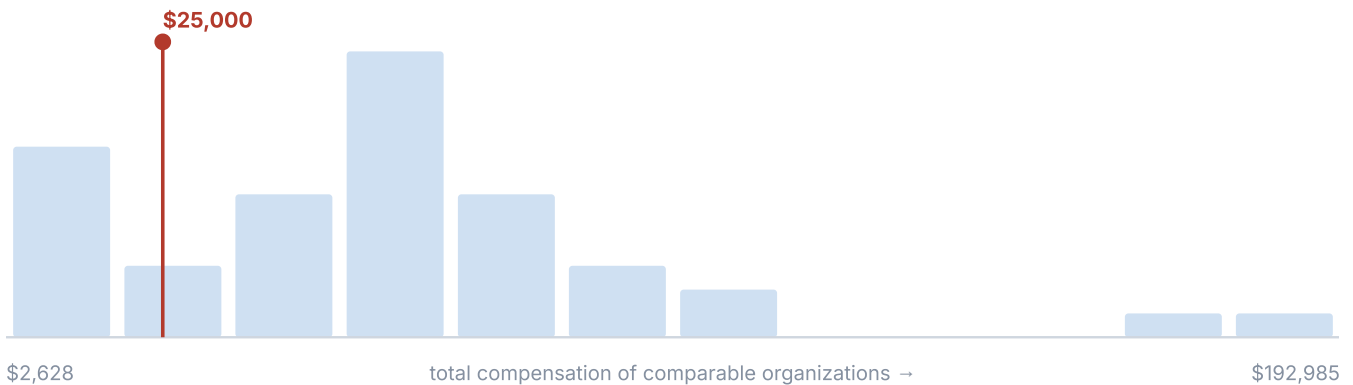
**BUDGET** Total revenue between \$111,743 and \$250,173 — 0.67x to 1.50x the subject's \$166,782 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F30), 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



\$11,848

\$34,549

\$54,302

\$70,345

\$91,518

**\$25,000**



## ● 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
<a href="#">Therapy Experienced</a>	OR	\$166,809	President	\$43,950	<b>\$45,167</b>	2024
<a href="#">Petersburg Mental Health Services Inc</a>	AK	\$162,935	Executive Director	\$41,900	<b>\$43,188</b>	2025
<a href="#">Jersey Innovative Services Foundati</a>	NJ	\$162,494	Trustee	\$2,660	<b>\$2,628</b>	2024
<a href="#">Mental Health America Of Hendricks County</a>	IN	\$173,989	Executive Director	\$66,000	<b>\$79,298</b>	2023
<a href="#">Biblical Restoration Ministries Inc</a>	IA	\$154,580	President	\$76,077	<b>\$92,183</b>	2024
<a href="#">Vista Center</a>	MI	\$153,500	Director	\$48,200	<b>\$53,638</b>	2025
<a href="#">Runnin Free Ranch</a>	TX	\$180,228	Executive Direc	\$48,600	<b>\$53,800</b>	2024
<a href="#">Family Assessment Clinic</a>	MI	\$145,514	Co-director	\$3,500	<b>\$4,116</b>	2023
<a href="#">Hope Valley - Helping Others Through Per</a>	OH	\$143,526	Executive Director	\$90,069	<b>\$108,689</b>	2023
<a href="#">Hillside Wellness Center</a>	CA	\$194,204	Cfo And Ceo	\$15,938	<b>\$15,230</b>	2024
<a href="#">Center For Care &amp; Counseling</a>	GA	\$134,794	Director	\$49,167	<b>\$54,709</b>	2024
<a href="#">Second Mile Psychological And Consulting</a>	NM	\$200,394	President	\$162,136	<b>\$192,985</b>	2024
<a href="#">Tlr Realty</a>	RI	\$133,126	President	\$52,490	<b>\$57,344</b>	2023
<a href="#">Family &amp; Children Counseling Service</a>	CA	\$201,508	Ceo	\$77,300	<b>\$73,867</b>	2024
<a href="#">New Life Behavioral Health Services</a>	MD	\$202,027	Executive Director	\$33,078	<b>\$34,223</b>	2024
<a href="#">The Stillpoint Resources</a>	CA	\$130,123	Executive Dir.	\$62,486	<b>\$61,475</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Christian Counseling Of Mid Michigan</a>	MI	\$205,033	Executive Director	\$40,189	<b>\$44,723</b>	2025
<a href="#">Fresh Aire Samaritan Counseling Center</a>	MI	\$128,452	Ececutive Director	\$36,685	<b>\$43,142</b>	2023
<a href="#">Depression And Bipolar Support Alliance</a>	CA	\$205,574	Executive Director	\$66,000	<b>\$64,932</b>	2023
<a href="#">Renovations For Life Inc</a>	ID	\$205,716	Secretary	\$30,155	<b>\$35,500</b>	2024
<a href="#">Ground Work Inc</a>	AZ	\$206,523	Chair	\$16,000	<b>\$17,029</b>	2024
<a href="#">Live Oak Counseling Center</a>	SC	\$208,958	Executive Director	\$51,062	<b>\$60,692</b>	2023
<a href="#">Logos Healing Institute</a>	CO	\$209,780	President And Director Of Ops	\$50,817	<b>\$53,924</b>	2024
<a href="#">Animal Companion Counseling</a>	OH	\$210,989	Co-executive Director	\$44,007	<b>\$51,581</b>	2024
<a href="#">Pennsylvania Association Of Psychiatric</a>	PA	\$214,452	Executive Director	\$74,542	<b>\$82,264</b>	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 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 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 42 organizations. Compensation range \$2,628–\$192,985; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$166,782); for reference, expenses \$416,055 and assets \$123,079. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Mark Ackermann, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	2 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	29 <sup>th</sup>
All sources (D + E + F), adjusted	19 <sup>th</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 (Mark Ackermann) 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 (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 21<sup>st</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.