

Choose Mental Health

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dan Pontius, Executive Director / CEO** (\$116,283) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Dan Pontius — 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 (P30).

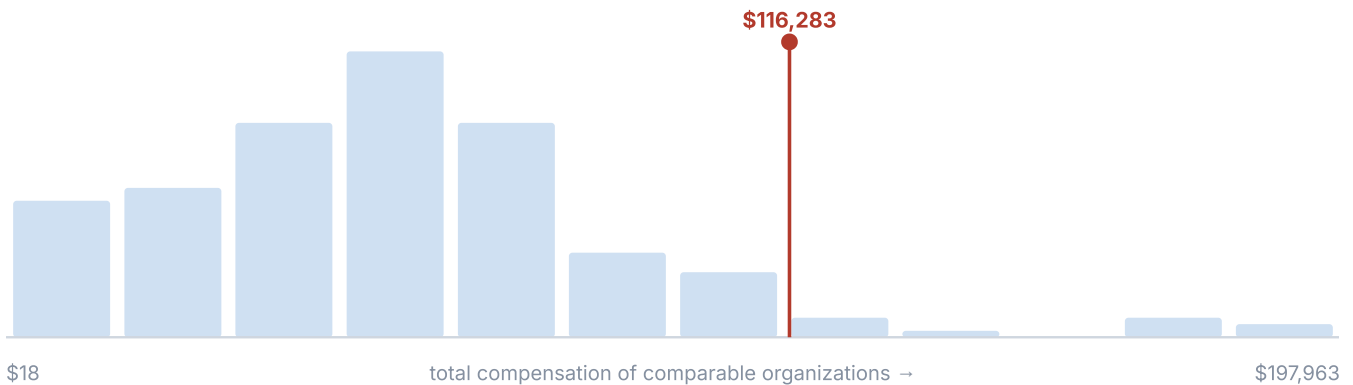
BUDGET Total revenue between \$189,520 and \$424,300 — 0.67x to 1.50x the subject's \$282,867 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

186 organizations qualified on sector, size, and geography

→ **186** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$13,741	\$33,449	\$56,368	\$73,609	\$96,740	\$116,283
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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 UT 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
Korean Kids And Orphanage Outreach	MI	\$282,150	Chief Admini	\$46,400	\$46,794	2024
Advocates For Illinois Children	IL	\$281,076	President	\$183,365	\$176,134	2024
Soaring As Eagles Outreach Ministry	NC	\$280,536	Executive Director	\$41,600	\$43,239	2023
Heart For Home	MI	\$286,517	Co-ceo	\$19,615	\$19,782	2024
The Hearth	OR	\$279,191	Executive Dir.	\$78,000	\$72,864	2023
Montrose Grace Place	TX	\$287,895	Executive Director	\$18	\$18	2024
Rising Leaders Inc	OH	\$277,783	Executive Director	\$67,848	\$72,287	2023
Girls On The Run Of Nebraska	NE	\$288,086	Executive Di	\$91,787	\$93,971	2025
Open Arms Native Missions	MN	\$288,373	Ex Director	\$28,131	\$27,159	2024
Carries Kids Inc	ND	\$289,877	Pres/exec Di	\$112,290	\$120,401	2024
Project Angel Hugs	WI	\$275,446	Executive Di	\$64,145	\$65,454	2024
Stark Community Support Network	OH	\$275,381	Executive Director	\$65,000	\$67,266	2024
Twenty-one Senses Inc Nfp	IL	\$275,255	Coo	\$48,800	\$48,260	2023
Casa Of Titus Camp And Morris Counties	TX	\$290,967	Executive Director	\$58,313	\$56,993	2024
Jubilee Consortium	CA	\$293,411	Executive Dir.	\$24,759	\$21,506	2023
Whistle Stop Supervised Child Visitation	LA	\$272,097	Executive Director	\$63,074	\$69,864	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Childrens Advocacy Centers Of Oklahoma	OK	\$294,639	Executive Dir.	\$91,625	\$101,489	2023
Norfolk Casa Inc	VA	\$270,836	Executive Of	\$76,000	\$69,850	2025
Hand Of Hope-flm	MI	\$295,043	Executive Director	\$76,550	\$77,200	2024
Promise Arizona	AZ	\$295,476	President	\$85,000	\$79,871	2024
Visionary Youth	NE	\$270,255	Executive Director	\$35,843	\$37,667	2024
New Beginnings Childrens Home	TX	\$296,220	Director	\$38,500	\$38,740	2023
Paulding Pregnancy Services Inc	GA	\$269,513	Director	\$31,425	\$30,873	2024
Wetzel-tyler Child Advocacy Center	WV	\$268,458	Executive Director	\$49,759	\$52,640	2024
A Bed 4 Me Foundation Inc	FL	\$268,409	Executive Director	\$44,750	\$42,288	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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	186 organizations. Compensation range \$18–\$197,963; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$282,867); for reference, expenses \$502,655 and assets \$510,171. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dan Pontius, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	95 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	94 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 (Dan Pontius) 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 186 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$116,283 is reasonable (approximately the 95th 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.