

There Is Victory In Jesus Recovery

Executive Director / CEO

EIN 263437944

TX · NTEE F22

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **John Williams, Executive Director / CEO** (\$12,162) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: John Williams — reported title “Secretary”, 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 (F22).

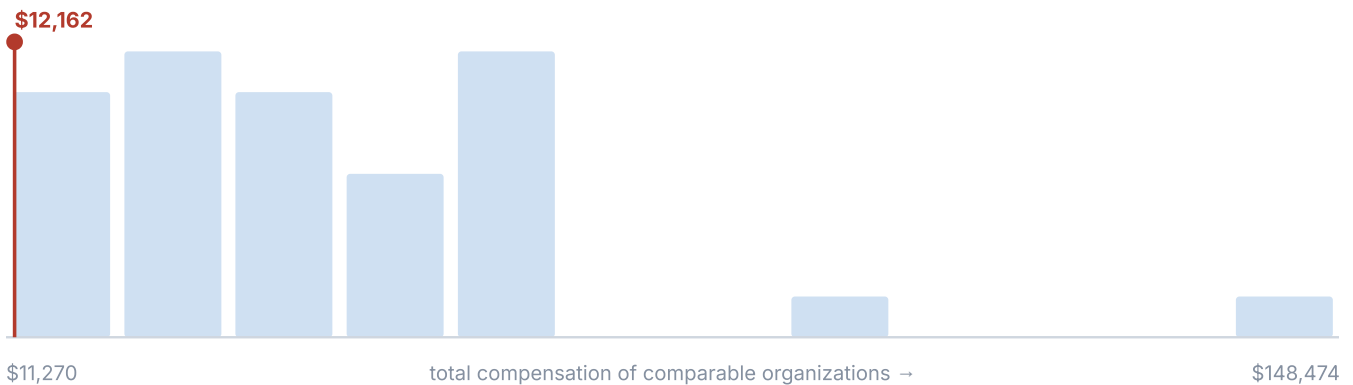
BUDGET Total revenue between \$133,649 and \$299,215 — 0.67x to 1.50x the subject's \$199,477 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F22), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography

→ **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,499

\$28,435

\$43,120

\$57,288

\$61,811

\$12,162



● 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 TX 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
Capstone Recovery Center Inc	NC	\$201,000	President-executive Director	\$36,040	\$38,327	2023
Addicted Nation Solutions	AZ	\$197,019	Ceo	\$150,000	\$148,474	2023
One Bridge To Hope Inc	KY	\$202,538	Director	\$39,700	\$43,899	2023
Kansas City Kansas Alcohol Safety	KS	\$205,633	Executive Di	\$40,000	\$43,200	2024
Central California Fellowship Of	CA	\$211,610	Business Off	\$67,075	\$57,901	2024
Grace House Norcal	CA	\$219,187	Director	\$41,800	\$37,149	2023
Tobiah Life Center	NJ	\$220,249	President	\$23,305	\$21,415	2023
Family Care Excellence Incorporated	OH	\$222,524	President	\$45,000	\$47,647	2024
Never Alone Transitional	TN	\$223,094	Executive Dir.	\$54,324	\$57,084	2024
Wyoming Professional Assistance Program	WY	\$223,305	Executive Dir.	\$90,000	\$96,344	2024
Cornerstone For Hope	PA	\$226,245	Director	\$54,000	\$55,424	2023
Day At A Time Inc	CO	\$165,340	Manager	\$29,656	\$28,428	2024
Central Ohio Group Fellowship Inc	OH	\$165,204	Office Manager	\$56,134	\$59,436	2024
Sick Recovery For 638	PA	\$163,527	Executive Director	\$31,731	\$31,633	2024
Gateway Of Hope Addiction	NC	\$237,497	President	\$46,667	\$48,204	2024
Wabash Recovery Services Inc	IN	\$160,941	Executive Di	\$53,200	\$56,085	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Recovery International	MI	\$160,100	Director	\$65,700	\$67,792	2024
Freedom House Of Mecklenburg Inc	NC	\$240,894	Executive Director	\$40,472	\$43,040	2023
Peniel Recovery Ministries Inc	GA	\$242,375	President	\$33,600	\$33,774	2024
Breakaway Inc	MN	\$242,711	Mgr	\$63,600	\$61,205	2025
The Way Homes Inc	MD	\$244,388	Vice President	\$29,553	\$28,437	2023
Morgan County Court Services I	AL	\$247,119	Gann	\$55,650	\$61,878	2023
Abundant Life Recovery Housing Network	WV	\$146,989	Executive Director	\$25,000	\$27,859	2023
Prodigal Daughters Journey Home Inc	FL	\$252,710	Executive Director	\$12,000	\$11,270	2024
Pri Counseling Services Inc	NC	\$258,830	Secretary	\$32,200	\$33,261	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 32 organizations. Compensation range \$11,270–\$148,474; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$199,477); for reference, expenses \$187,980 and assets \$281,087.

ROLE MATCH John Williams, reported title "*Secretary*", 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.**

OUTLIERS 1 peer 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	6 th
All sources (D + E + F), adjusted	3 rd

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 (John Williams) 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 32 similarly situated organizations (Same NTEE sector (F22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,162 is reasonable (approximately the 3rd 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.