

Safe And Healthy Duval Coalition

Executive Director / CEO

EIN 264310573

FL · NTEE F02

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sally Finn, Executive Director / CEO** (\$112,513) against **every comparable organization** that fit the selection criteria — **827** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

Benchmarked executive: Sally Finn — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

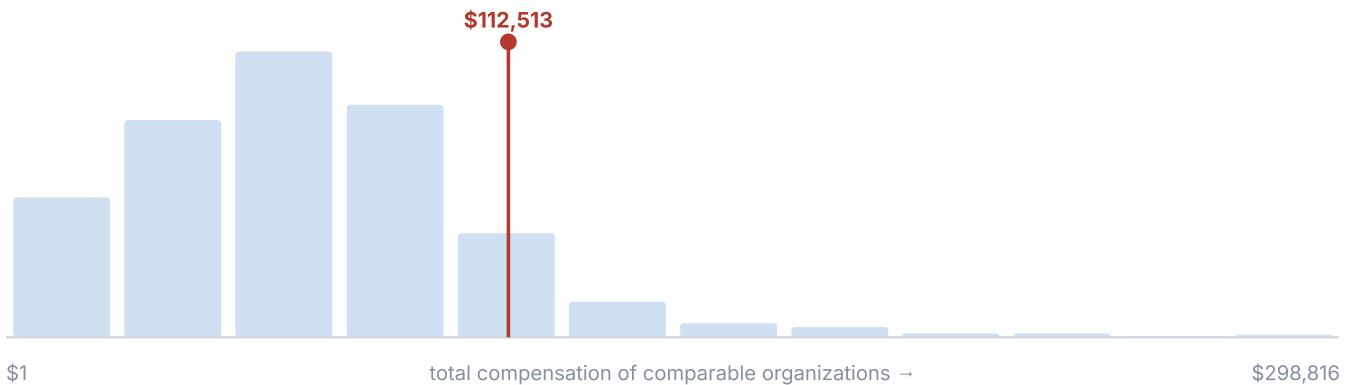
SECTOR Organizations sharing the subject's NTEE classification (F02).

BUDGET Total revenue between \$269,654 and \$603,703 — 0.67x to 1.50x the subject's \$402,469 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

827 organizations qualified on sector, size, and geography → **827** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,207	\$38,906	\$64,788	\$87,379	\$115,167	\$112,513
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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 FL 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
Foundations A Place For Education And Recovery Inc	OH	\$402,190	Executive Director	\$61,000	\$68,775	2023
Dream Of Hattiesburg Inc	MS	\$402,862	Excutive Director	\$84,768	\$97,615	2024
With Hope The Amber Craig Memorial	CA	\$403,037	President	\$104,168	\$93,002	2024
Hope House li Inc	MA	\$401,569	President, Ceo	\$31,555	\$29,319	2024
Necrotizing Enterocolitis Nec Society	CA	\$403,447	Executive Director	\$65,875	\$58,814	2024
Electric City Counseling	PA	\$403,486	President/ceo	\$101,105	\$104,247	2024
Cross Roads Recovery Ministries	GA	\$403,494	President	\$70,602	\$73,398	2024
Seekhealing	NC	\$403,756	Executive Director	\$51,337	\$54,845	2024
Indian Neighborhood Club On	MN	\$403,878	Executive Dir.	\$94,996	\$97,053	2024
Feather River Mens Center	CA	\$403,995	Asst Director	\$51,227	\$47,087	2023
Communities Confronting Substance Use &	NJ	\$400,942	President	\$22,846	\$21,713	2023
Samaritan Counseling Center Inc	MI	\$404,144	Executive Di	\$105,510	\$109,698	2025
Caya Clinic Inc	WI	\$405,021	Director	\$26,614	\$28,738	2024
Healing Heroes Ministries	MT	\$405,025	President	\$229,325	\$255,590	2024
Nine Gates Programs Inc	CA	\$399,422	Executive Direc	\$34,000	\$31,252	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Love And Respect Ministries Inc	MI	\$405,717	President	\$224,820	\$239,929	2024
House Of Hope	IA	\$405,819	Executive Director	\$56,667	\$64,153	2024
Grace Christian Counseling Center	MS	\$405,957	Executive Director	\$58,325	\$69,148	2023
Marriage Mentors Inc	TX	\$398,843	Ceo/president	\$138,334	\$143,074	2024
National African American Drug Policy Coalition	DC	\$406,210	Secretary/treasurer	\$72,000	\$65,326	2024
International Positive Psychology	MN	\$398,696	Executive Director (Until Feb)	\$46,179	\$47,179	2024
Community Resources United To Stop	IA	\$406,780	Executive Director	\$67,664	\$76,603	2024
Alcohol & Addictions Resource	IN	\$406,834	Executive Di	\$60,000	\$65,422	2024
Warrior Built Foundation Inc	CA	\$406,983	President	\$35,102	\$31,340	2024
Mental Health Grace Alliance	TX	\$397,742	President An	\$81,520	\$84,313	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **827** organizations. Compensation range \$1–\$298,816; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$402,469); for reference, expenses \$413,858 and assets \$63,140.

ROLE MATCH	Sally Finn, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	55 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	89 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	84 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 (Sally Finn) 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 827 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,513 is reasonable (approximately the 89th 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.