

# Sexual Assault Response And

Executive Director / CEO

EIN 275494784

VA · NTEE F42

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Teresa Berry, Executive Director / CEO** (\$86,088) against **every comparable organization** that fit the selection criteria — **774** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Teresa Berry — 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 (F42).

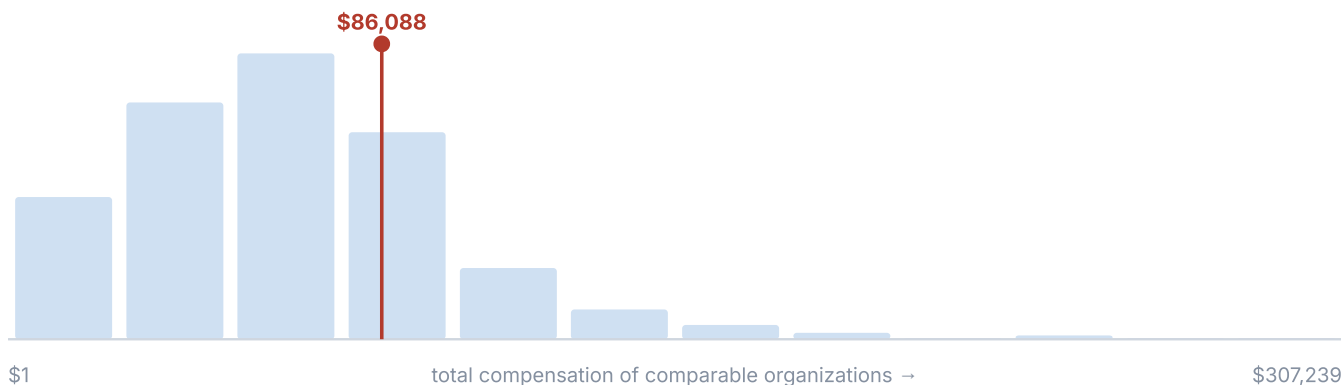
**BUDGET** Total revenue between \$223,397 and \$500,143 — 0.67x to 1.50x the subject's \$333,429 (the band tightens as size grows).

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

**774** organizations qualified on sector, size, and geography

→ **774** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,469	\$37,153	\$62,094	\$84,709	\$109,043	\$86,088
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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 VA 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="#">Influence Foundation Inc</a>	VT	\$333,588	President & Executive Director	\$115,315	<b>\$127,034</b>	2023
<a href="#">E-motion Inc</a>	NH	\$333,224	Chair And Ceo	\$65,403	<b>\$64,200</b>	2024
<a href="#">Marwin Counseling Services Inc</a>	AL	\$333,220	Director	\$10,770	<b>\$12,369</b>	2024
<a href="#">Nami Davidson County Inc</a>	TN	\$333,149	Executive Director	\$86,452	<b>\$96,606</b>	2024
<a href="#">8 Oaks Inc</a>	TN	\$333,043	Chief Executive Officer	\$24,000	<b>\$27,611</b>	2023
<a href="#">Ben's Ranch Foundation Inc</a>	IN	\$333,848	Chairman/exe Director	\$60,000	<b>\$67,266</b>	2024
<a href="#">North Carolina Infanyoung Child</a>	NC	\$333,856	Executive Di	\$78,875	<b>\$89,199</b>	2023
<a href="#">Welcoming Light Inc</a>	NH	\$334,373	President & Ceo (End 10/2022)	\$34,771	<b>\$35,140</b>	2023
<a href="#">This Must Be The Place</a>	OH	\$332,462	Secretary	\$44,445	<b>\$51,522</b>	2023
<a href="#">Park County Court Supervised</a>	WY	\$332,427	Director	\$7,629	<b>\$8,685</b>	2024
<a href="#">Suicide Prevention Partnership-pikes Pea</a>	CO	\$334,541	Executive Director	\$71,250	<b>\$74,775</b>	2023
<a href="#">Crossing Bridges Therapeutic Riding Center Inc</a>	OR	\$334,561	Executive Director	\$42,000	<b>\$41,464</b>	2024
<a href="#">Point Of Return Inc</a>	SC	\$332,201	President	\$58,455	<b>\$66,745</b>	2023
<a href="#">Changing Lives Resource Center</a>	CA	\$334,819	Chief Executive Officer	\$43,500	<b>\$41,112</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Recovery Resource Center Inc</a>	MD	\$331,915	Executive Director	\$61,954	<b>\$61,575</b>	2024
<a href="#">Nami Broward County Inc</a>	FL	\$331,789	Ceo	\$123,775	<b>\$123,613</b>	2024
<a href="#">2nd Chance Ministry Inc</a>	FL	\$331,454	Director	\$25,000	<b>\$25,704</b>	2023
<a href="#">L'arche North Carolina</a>	NC	\$335,585	Executive Director	\$70,179	<b>\$77,088</b>	2024
<a href="#">U-turn For Christ New Mexico</a>	NM	\$331,246	Pastor	\$32,100	<b>\$37,788</b>	2023
<a href="#">Recovery Community Network Inc</a>	MN	\$330,973	Director	\$58,240	<b>\$62,986</b>	2023
<a href="#">Still Small Voice Educational Services</a>	NJ	\$336,349	President	\$25,000	<b>\$24,430</b>	2023
<a href="#">Come To Him Ministries</a>	CA	\$336,946	President	\$59,998	<b>\$55,076</b>	2024
<a href="#">Lawyers Concerned For Lawyers-</a>	CT	\$336,990	Executive Director	\$95,000	<b>\$94,693</b>	2024
<a href="#">Starlight Ministries Inc</a>	MI	\$337,126	Executive Di	\$26,800	<b>\$30,276</b>	2023
<a href="#">Cenfam</a>	AR	\$329,363	President	\$34,491	<b>\$42,433</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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 VA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 774 organizations. Compensation range \$1–\$307,239; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$333,429); for reference, expenses \$357,206 and assets \$383,507.

<b>ROLE MATCH</b>	Teresa Berry, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	20 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	80 <sup>th</sup>
Reportable pay only (column D), adjusted	64 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (Teresa Berry) 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 774 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,088 is reasonable (approximately the 76<sup>th</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.