

River's Edge Drop In

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Angela Bauer, Executive Director / CEO** (\$32,643) against **every comparable organization** that fit the selection criteria — **262** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

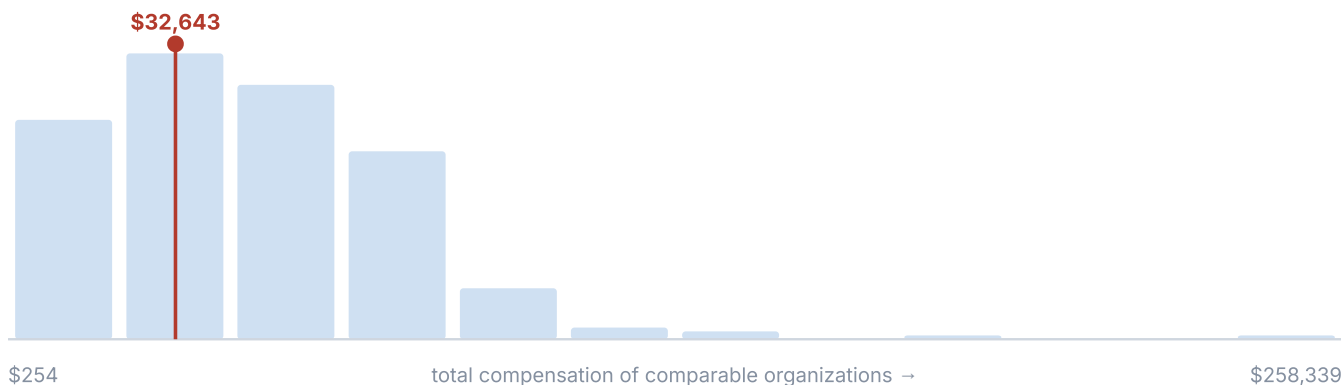
Benchmarked executive: Angela Bauer — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F32).
BUDGET	Total revenue between \$96,214 and \$215,404 — 0.67x to 1.50x the subject's \$143,603 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

262 organizations qualified on sector, size, and geography → **262** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,542	\$24,669	\$43,694	\$65,211	\$79,593	\$32,643
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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 MI 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
Broken Chains	NC	\$143,611	Treasurer/coo	\$38,450	\$39,509	2024
Hope Valley - Helping Others Through Per	OH	\$143,526	Executive Director	\$90,069	\$97,671	2023
Denver Area Central Committee A A	CO	\$143,824	Office Manager	\$66,080	\$64,874	2023
Summit Terrace Development Corporation	OH	\$143,330	President	\$9,146	\$9,633	2024
Law Enforcement Chaplaincy Service	CA	\$143,149	Executive Dir.	\$60,000	\$51,524	2024
Youthwell New Hampshire	NH	\$143,033	Executive Director And Board Secretary	\$64,904	\$61,359	2023
Parkview Housing Corporation	IL	\$142,954	Executive Di	\$1,300	\$1,238	2025
Ten Ten Life Inc	VA	\$142,516	Board Member At Large	\$21,750	\$20,346	2025
Moms Mental Health Initiative Inc	WI	\$145,042	Co-founder Executive Director	\$45,400	\$48,545	2023
Gregory Hugh Montgomery Jr Foundation For Ultimate	FL	\$142,018	President	\$21,500	\$20,086	2024
Life Skills International Inc	TX	\$145,284	President Ceo	\$45,500	\$46,599	2023
The Chas Foundation	VA	\$141,748	Executive Di	\$45,867	\$44,042	2024
Family Assessment Clinic	MI	\$145,514	Co-director	\$3,500	\$3,699	2023
Mft Worldwide Inc	FL	\$141,597	Director	\$10,800	\$10,090	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fountain Hills Youth Substance Abuse Prev Coalition	AZ	\$141,379	Executive Director	\$27,550	\$27,127	2023
Michael P Donatucci Foundation Inc	PA	\$145,875	Executive Director	\$41,799	\$41,453	2024
Ocl Properties V Inc	NY	\$141,200	Chief Financial Officer	\$73,290	\$65,860	2024
Brandon Apartments Inc	FL	\$141,075	Ceo	\$38,719	\$36,172	2024
The Helio Health Foundation Inc	NY	\$146,339	President/ceo	\$41,519	\$37,311	2024
Oklahoma Harm Reduction Alliance	OK	\$146,387	Executive Di	\$24,818	\$27,177	2024
Casa Juan Pablo li Inc	PR	\$140,713	President	\$247	\$254	2024
Suicide Prevention Of Yolo County	CA	\$140,548	Executive Dir.	\$77,187	\$66,282	2024
Foundation Thinkagain	CA	\$146,736	President/exec. Director	\$109,641	\$94,151	2024
Abundant Life Recovery Housing Network	WV	\$146,989	Executive Director	\$25,000	\$27,713	2023
Scf Charitable Properties Inc	TX	\$147,066	Executive Director	\$32,344	\$32,175	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	262 organizations. Compensation range \$254–\$258,339; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$143,603); for reference, expenses \$151,547 and assets \$12,925.
ROLE MATCH	Angela Bauer, reported title " <i>Director</i> ", 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.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	37 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	28 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 (Angela Bauer) 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 262 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,643 is reasonable (approximately the 37th 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.