

Good Samaritans Of San Diego

Executive Director / CEO

EIN 330829683

CA · NTEE F20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Teri Davies Storm, Executive Director / CEO** (\$52,000) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

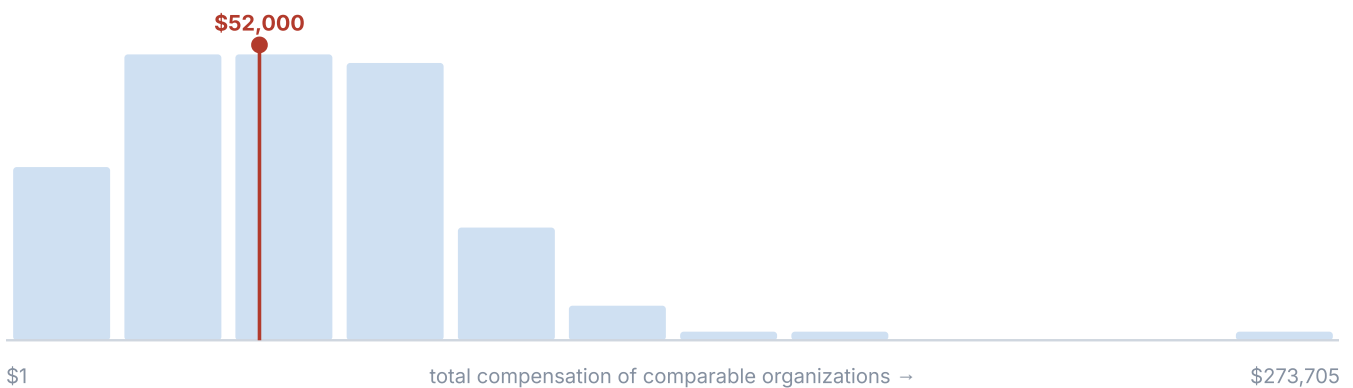
Benchmarked executive: Teri Davies Storm — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$208,412 and \$466,594 — 0.67x to 1.50x the subject's \$311,063 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

138 organizations qualified on sector, size, and geography → **138** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$18,584	\$34,901	\$60,087	\$78,192	\$99,093	\$52,000
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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 CA 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
Recovery Cafe Dc	DC	\$313,362	Ceo/board Secretary	\$60,000	\$60,975	2024
Schoharie County Council On Alcohol And	NY	\$315,674	Executive Dir.	\$27,000	\$28,255	2024
Lifeline Rehabilitation And Prevention Center	CA	\$315,877	Case Manager	\$24,358	\$24,358	2024
Greater Spokane Substance Abuse Council	WA	\$303,768	Executive Director	\$79,132	\$84,470	2023
Arise Addiction Recovery Inc	ME	\$302,800	President	\$55,120	\$63,919	2024
Mstepp Inc	AZ	\$301,816	Program Director	\$91,678	\$99,474	2025
Go The Distance	OR	\$301,000	Executive Director	\$67,061	\$74,251	2023
Unicoi County Prevention Coalition Inc	TN	\$322,089	Director	\$57,183	\$69,609	2024
Lotus Recovery Homes Inc	WI	\$323,079	Executive Director	\$52,291	\$65,112	2023
Miami Recovery Project Inc	FL	\$297,774	Executive Di	\$70,000	\$76,155	2024
Darjune Foundation Inc	WI	\$324,627	President	\$17,380	\$21,020	2024
New Hope Philly Inc	PA	\$296,738	Executive Director	\$64,971	\$75,033	2024
Still Worthy Inc	SC	\$295,655	Co-founder	\$13,790	\$17,152	2023
Decatur Prevention Initiative Inc	GA	\$295,167	Executive Director	\$98,998	\$118,681	2023
Anything Helps	MN	\$294,114	Executive Director	\$16,808	\$19,234	2024
Freedom House Ministries Inc	OR	\$329,121	Pres/exec Dir	\$78,915	\$84,869	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
U-turn For Christ New Mexico	NM	\$331,246	Pastor	\$32,100	\$41,164	2023
2nd Chance Ministry Inc	FL	\$331,454	Director	\$25,000	\$28,001	2023
Point Of Return Inc	SC	\$332,201	President	\$58,455	\$72,709	2023
Park County Court Supervised	WY	\$332,427	Director	\$7,629	\$9,461	2024
8 Oaks Inc	TN	\$333,043	Chief Executive Officer	\$24,000	\$30,078	2023
Marwin Counseling Services Inc	AL	\$333,220	Director	\$10,770	\$13,474	2024
Mountain High Recovery Center	CA	\$288,063	Executive Dir.	\$39,236	\$39,236	2024
Welcoming Light Inc	NH	\$334,373	President & Ceo (End 10/2022)	\$34,771	\$38,280	2023
Abw Inc	OH	\$287,580	Ceo	\$32,936	\$40,399	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 138 organizations. Compensation range \$1–\$273,705; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$311,063); for reference, expenses \$392,492 and assets \$228,852.

ROLE MATCH Teri Davies Storm, reported title "*Director*", 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	43 rd
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	43 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 (Teri Davies Storm) 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 138 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,000 is reasonable (approximately the 43rd 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.