

Behavioral Connections Of Wood County

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Donna Jablonski, Executive Director / CEO** (\$44,493) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Donna Jablonski — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (F20).

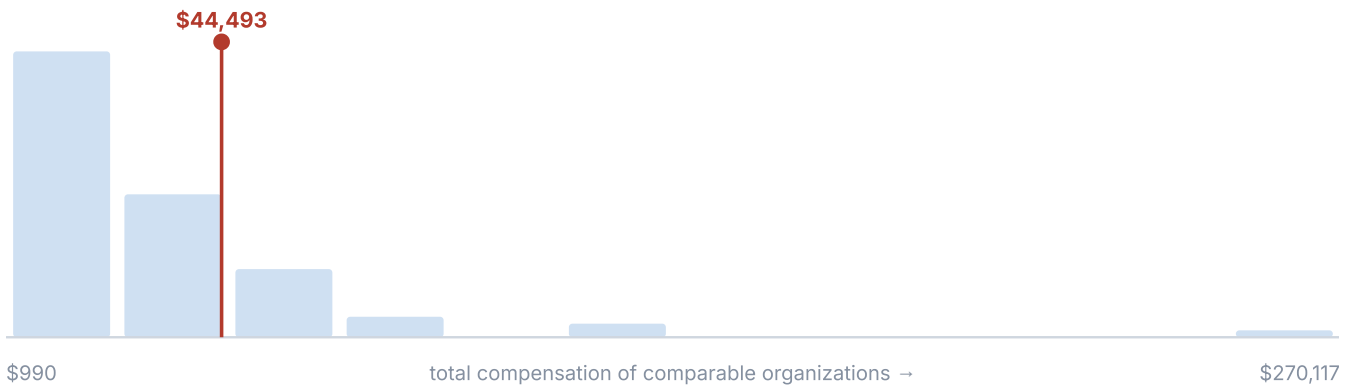
BUDGET Total revenue between \$44,782 and \$100,258 — 0.67x to 1.50x the subject's \$66,839 (the band tightens as size grows).

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

79 organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,112	\$11,148	\$22,899	\$41,261	\$62,909	\$44,493
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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 OH 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
Wetzel Homes Inc	MD	\$66,741	President	\$20,272	\$17,894	2023
Richard Walz Apartments Inc	MO	\$67,135	President	\$7,395	\$6,998	2025
Esperance Homes Inc	MD	\$67,788	President	\$20,272	\$17,894	2023
Paradise Life Resource Team	CA	\$67,854	Chairman	\$7,600	\$6,018	2024
Warhorse Legacy Foundation	AR	\$65,781	President	\$81,120	\$86,090	2023
Community Transformation Partners	IN	\$68,033	President	\$45,000	\$43,519	2024
Deep Healing Ministries Of Atlanta Inc	GA	\$68,319	President	\$49,559	\$47,048	2023
Living With Change	OH	\$64,941	Vice President/treas	\$30,000	\$29,139	2024
Willcox Against Substance Abuse	AZ	\$63,888	Executive Director	\$32,784	\$28,914	2024
Florida Society Of Addiction Medicine	FL	\$63,381	Administrator	\$21,703	\$19,250	2023
Westside Community Residence Inc	NY	\$70,315	Ceo	\$18,651	\$15,912	2023
Cfc Loud N Clear Foundation Inc	NJ	\$62,319	Executive Director	\$81,539	\$68,735	2023
Friends Of Youth Foundation	WA	\$71,511	President & Ceo	\$10,775	\$8,619	2025
Concha Ortiz Y Pino De Kleven Corporation	NM	\$61,819	Executive Director	\$27,258	\$26,886	2024
Southlake Center Residential Inc	IN	\$71,939	Ex-officio & Regional Ceo	\$63,183	\$62,909	2023
My Own Home	MI	\$61,510	Executive Director	\$5,228	\$4,949	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nami Mahoning Valley	OH	\$61,216	Director	\$13,100	\$13,100	2023
New Life House Inc	OK	\$72,864	Key Employee	\$24,241	\$23,848	2025
Mosaic Illinois Housing Of Rockford I	NE	\$60,646	President	\$15,891	\$15,674	2024
Vesta Arundel Inc	MD	\$60,462	President	\$21,417	\$18,363	2024
Lakes Area Community Coalition	MI	\$73,345	President	\$22,900	\$21,676	2024
East Pittsburgh Commons Inc	PA	\$73,506	President & Ceo	\$5,667	\$5,182	2024
Project Live Xiii Inc	NJ	\$59,819	Executive Director	\$11,844	\$9,698	2024
One More Moment Inc	AL	\$73,872	President	\$1,000	\$990	2024
Leaf411	CO	\$73,907	Executive Di	\$8,500	\$7,474	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	79 organizations. Compensation range \$990–\$270,117; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$66,839); for reference, expenses \$0 and assets \$2,748,667. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Donna Jablonski, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	35 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	80 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Donna Jablonski) 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 79 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,493 is reasonable (approximately the 80th 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.