

Advocacy Choices And Empowerment Inc

Executive Director / CEO

EIN 341805579
 OH · NTEE F80
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Todd Little, Executive Director / CEO** (\$64,760) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

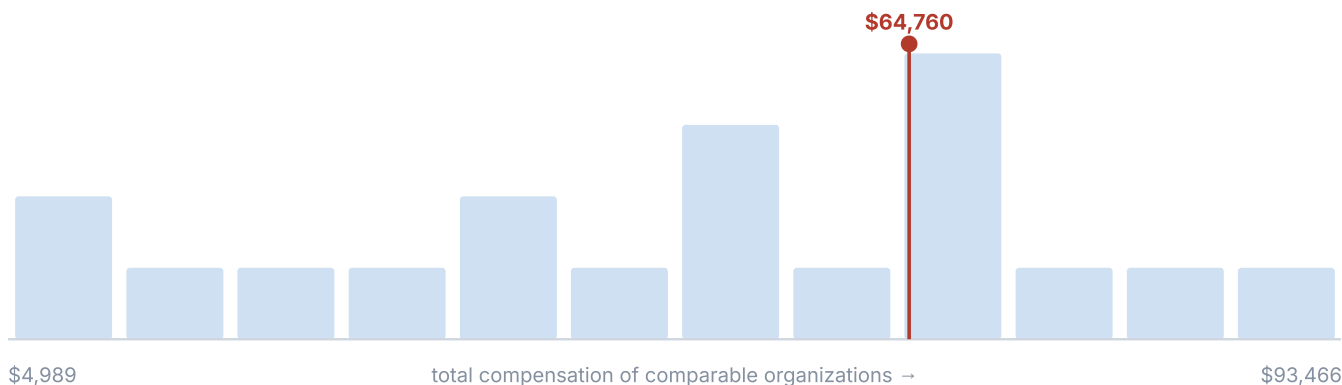
Benchmarked executive: Todd Little — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F80).
BUDGET	Total revenue between \$139,112 and \$311,445 — 0.67x to 1.50x the subject's \$207,630 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F80), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,210	\$34,432	\$55,855	\$66,777	\$79,161	\$64,760
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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
Black Mental Health Village	TN	\$209,294	Executive Dir.	\$13,462	\$13,755	2023
Nami Lorain County	OH	\$212,543	Executive Director	\$64,346	\$64,346	2024
The Mental Health Association	NC	\$198,016	Executive Di	\$87,185	\$82,862	2025
Building Recovery Integrity Dedication	GA	\$223,417	Exec. Dir./ceo	\$52,885	\$50,205	2024
Phoenix Rising Therapy Center	NV	\$189,488	President	\$25,646	\$24,271	2024
DeKalb County Mental Retardation Board	AL	\$234,359	Executive Director	\$64,615	\$65,907	2024
Kings View Foundation	CA	\$175,709	Ceo	\$5,943	\$4,989	2023
Anchor International	CO	\$173,676	Executive Director	\$49,400	\$44,723	2024
The Center For Reintegration	NY	\$166,063	Executive Director	\$12,560	\$11,032	2023
Smiles For Jake	MN	\$161,163	Executive Di	\$83,861	\$78,236	2024
Amazing Grace Advocacy	NC	\$254,651	Executive Di	\$69,341	\$67,646	2024
Mental Health Association Of Rhode	RI	\$261,774	Executive Director	\$75,808	\$70,658	2023
Lighthouse Inc	MD	\$264,244	Executive Director	\$68,488	\$62,240	2023
Mental Health Association In Michigan	MI	\$148,275	President/ceo	\$95,910	\$93,466	2024
The Chas Foundation	VA	\$141,748	Executive Di	\$45,867	\$41,813	2024
Resilience Education And Training Institute Inc	FL	\$281,437	Chief Executive Officer	\$40,206	\$36,715	2023
Conneaut Human Resources Council Inc	OH	\$295,111	Executive Director	\$33,000	\$32,149	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Emotions Matter Inc	NY	\$301,412	Executive Director	\$65,468	\$55,855	2024
National Alliance On Mental Illness Of	NY	\$307,484	Executive Director	\$66,070	\$56,368	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 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 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	19 organizations. Compensation range \$4,989–\$93,466; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$207,630); for reference, expenses \$187,386 and assets \$199,921.
ROLE MATCH	Todd Little, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	68 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	63 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 (Todd Little) 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 19 similarly situated organizations (Same NTEE sector (F80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,760 is reasonable (approximately the 68th 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.