

Nami Of Richland County Ohio

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Aubrie Hall, Executive Director / CEO** (\$65,230) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

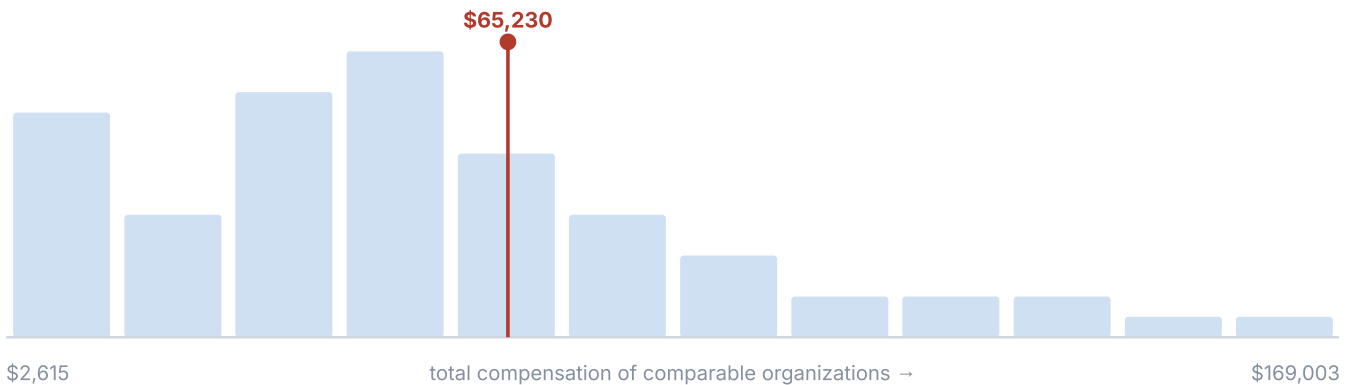
Benchmarked executive: Aubrie Hall — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F30).
BUDGET	Total revenue between \$177,179 and \$396,670 — 0.67x to 1.50x the subject's \$264,447 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,780	\$30,916	\$49,721	\$71,866	\$100,216	\$65,230
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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
Valley Community Counseling Clinic	CA	\$264,041	Pres And Exec D	\$31,459	\$26,326	2024
Linden Lodge Foundation	NC	\$266,266	Executive Di	\$28,445	\$29,325	2023
Gabby's Ladder Inc	MI	\$262,607	Executive Di	\$53,550	\$55,148	2023
Recovery-hub Inc	NJ	\$261,461	President & Ceo	\$90,000	\$80,175	2023
Tina Huseth Counseling	TX	\$260,979	President	\$47,100	\$45,660	2024
Equiteam Support Services	PA	\$269,287	Executive Director	\$121,541	\$117,464	2024
Penquis Mental Health Association	ME	\$270,417	Chief Executive Officer	\$34,929	\$33,896	2024
Healing Arts Project Inc	TN	\$257,976	Executive Director	\$48,780	\$49,692	2024
Crossroads Inc	OK	\$257,621	Executive Dir.	\$65,000	\$69,365	2024
Pals For Healing	OH	\$256,948	Executive Di	\$38,500	\$39,519	2024
Champions For Children's Mental Health	DE	\$255,744	Executive Director	\$100,121	\$97,815	2023
The Speedy Foundation Inc	ID	\$250,333	Executive Director	\$77,000	\$79,383	2024
Strong Partners In Health	OR	\$250,000	Managing Director	\$22,888	\$21,208	2023
Our Daily Gnome Creative Arts Center Of Chesapeake	VA	\$249,365	President	\$2,714	\$2,615	2023
Merakey Youth Services	PA	\$249,352	President/ceo	\$55,952	\$55,672	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Crested Butte State Of Mind	CO	\$247,597	Executive Director	\$63,135	\$60,403	2023
New Mexico Association For Infant Mental Health	NM	\$281,850	Executive Director	\$31,720	\$33,063	2024
Papillion Center Inc	KY	\$282,268	Executive Director	\$88,463	\$92,108	2024
Dreavita Counseling Coaching And Consulting Inc	DE	\$245,854	Founder	\$157,570	\$149,523	2024
The Mental And Emotional Resource Center	TN	\$283,071	Executive Dir	\$29,423	\$30,859	2023
Fresh Start Clubhouse Inc	MI	\$283,567	Executive Di	\$66,908	\$66,928	2024
International Bipolar Foundation	CA	\$285,976	Executive Dir.	\$157,386	\$135,598	2023
Mental Health Programs Inc V	MA	\$240,219	President	\$12,032	\$10,208	2025
The Reflect Organization	PA	\$290,245	Chief Executive Officer	\$43,186	\$42,970	2023
The Samaritan Counseling Center Of	GA	\$238,356	Executive Di	\$90,025	\$87,725	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 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 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 **70** organizations. Compensation range \$2,615–\$169,003; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$264,447); for reference, expenses \$240,012 and assets \$254,843.

ROLE MATCH	Aubrie Hall, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	70 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	70 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 (Aubrie Hall) 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 70 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,230 is reasonable (approximately the 70th 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.