

Adams Wells Crisis Center

Executive Director / CEO

EIN 352014231

IN · NTEE P43

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jodi Mawhorr, Executive Director / CEO** (\$18,450) against the **2000** closest of **2,047** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Jodi Mawhorr — 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 (P43).
BUDGET	Total revenue between \$121,264 and \$271,488 — 0.67x to 1.50x the subject's \$180,992 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

2,047 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$9,616	\$22,099	\$39,405	\$59,014	\$76,929	\$18,450
---------	----------	----------	----------	----------	-----------------



● 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 IN 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
African American Wellness Center For Children Families	CA	\$180,993	Ceodirector	\$28,464	\$23,307	2024
Cutliff Grove Family Resource	GA	\$180,982	Executive Di	\$27,069	\$25,809	2024
Life Challenge Of Michigan Inc	MI	\$181,043	Executive Director	\$9,000	\$8,809	2024
The Ida And Asset Building Collaborative	NC	\$181,131	Executive Director	\$102,018	\$102,910	2023
Joy Research And Service Center For The Disabled Inc	CA	\$180,850	Co Director	\$15,000	\$12,282	2024
Brain Injury Alliance Of Vt	VT	\$180,846	Executive Director	\$8,073	\$7,705	2024
Healing Paws For Warriors Inc	FL	\$180,841	Executive Director	\$15,534	\$13,838	2024
Arab Watch Coalition	VA	\$181,168	Co-executive Director	\$134,118	\$126,424	2023
The Reach Initiative Inc	WV	\$180,808	Executive Director	\$82,534	\$84,740	2024
Belay Global Inc	OK	\$181,244	Program Director	\$28,809	\$30,081	2024
Boxes Of Basics	VA	\$181,389	Executive Dir.	\$25,731	\$24,255	2023
Hawaii Coalition Against Sexual Assault	HI	\$181,460	Executive Director	\$52,500	\$45,889	2023
S Anon International Family Groups	TN	\$180,491	Executive Di	\$31,859	\$31,756	2024
Flagstaff International Relief Effort	AZ	\$181,567	President	\$100,700	\$94,547	2023
Porch Initiative	MO	\$180,235	Executive Dir.	\$82,500	\$82,859	2024
Jeremiah's Hope Inc	TX	\$180,139	Executive Di	\$60,870	\$56,251	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Five Pillars Organization	CA	\$181,873	Executive Dir.	\$19,000	\$15,558	2024
Community Help Center Of Union City Inoh Inc	IN	\$181,926	Manager	\$34,471	\$34,471	2024
The Whatcom Dream	WA	\$180,029	Executive Director	\$54,820	\$47,916	2023
Crisis Clinic Of Thurston & Mason	WA	\$182,022	Executive Director	\$66,000	\$57,688	2023
Emmaus House	CA	\$179,940	Executive Dir.	\$89,813	\$73,541	2024
Chris 180 Support Organization Inc	GA	\$179,787	Board Chair (Chris 180 Ceo)	\$18,340	\$18,003	2023
Teens At Work Inc	GA	\$182,226	Executive Director	\$18,000	\$17,162	2024
Battered Women's Resource Center Inc	NY	\$179,671	Executive Director	\$79,264	\$67,920	2024
Hurting And Hungry Charity	CA	\$179,662	Secretary Ex Dir	\$30,646	\$26,894	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	2000 organizations. Compensation range \$106–\$362,897; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$180,992); for reference, expenses \$208,758 and assets \$329,181.
ROLE MATCH	Jodi Mawhorr, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	233 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	39 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	21 st
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	16 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 (Jodi Mawhorr) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,450 is reasonable (approximately the 21st 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.