

# Coalition Pathways Inc

Executive Director / CEO

EIN 421565006

PA · NTEE F20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Nora L Drexler, Executive Director / CEO** (\$81,117) against **every comparable organization** that fit the selection criteria — **137** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

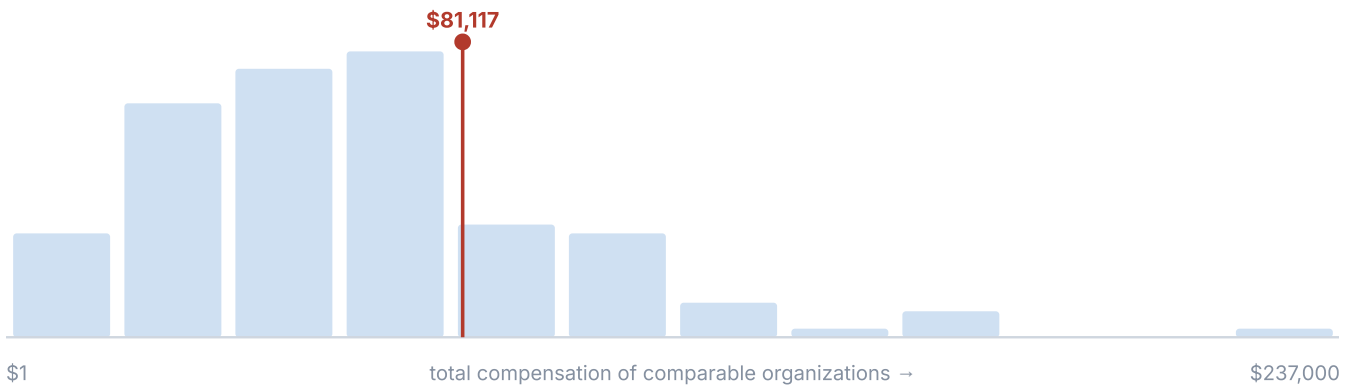
**Benchmarked executive:** Nora L Drexler — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$333,255 and \$746,095 — 0.67x to 1.50x the subject's \$497,397 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

**137** organizations qualified on sector, size, and geography → **137** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,992	\$37,065	\$58,007	\$78,707	\$105,553	<b>\$81,117</b>
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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 PA 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
<a href="#">A Vision For You Inc</a>	KY	\$494,144	President - Sr Program Director	\$62,100	<b>\$71,703</b>	2022
<a href="#">Minnesota Cit Officers Association</a>	MN	\$493,661	Executive Director	\$52,923	<b>\$53,988</b>	2023
<a href="#">Unity Recovery Services Inc</a>	WI	\$493,405	Coexecutive	\$69,588	<b>\$72,877</b>	2024
<a href="#">Sea Change</a>	CA	\$501,728	President	\$47,000	<b>\$41,899</b>	2023
<a href="#">Livingproof Recovery Inc</a>	GA	\$502,535	Executive Director	\$53,807	<b>\$55,854</b>	2023
<a href="#">Lubbock Lighthouse</a>	TX	\$491,889	Director	\$15,290	<b>\$14,942</b>	2025
<a href="#">Crossreach</a>	FL	\$503,464	President	\$180,000	<b>\$174,574</b>	2023
<a href="#">Urban Community Action Network</a>	CA	\$490,270	Executive Director	\$195,834	<b>\$169,572</b>	2024
<a href="#">Mayes County Hope Coalition</a>	OK	\$505,602	Executive Director	\$28,333	<b>\$31,285</b>	2024
<a href="#">West Coast Sober Housing</a>	OR	\$508,789	Pres/treas/e.d.	\$11,440	<b>\$10,653</b>	2024
<a href="#">Friends Of Recovery Nh</a>	NH	\$509,806	Executive Di	\$22,500	<b>\$20,833</b>	2024
<a href="#">Mission House Ministry</a>	WA	\$483,616	Board Member - Mentoring	\$54,146	<b>\$48,612</b>	2024
<a href="#">Truth Pharm Inc</a>	NY	\$483,136	Executive Director	\$71,455	<b>\$64,748</b>	2024
<a href="#">Morgan Behavioral Health Choices</a>	OH	\$483,105	Executive Di	\$50,963	<b>\$55,726</b>	2023
<a href="#">Massachusetts Alliance For Sober Housing Inc</a>	MA	\$481,940	Treasurer	\$4,500	<b>\$4,175</b>	2023
<a href="#">Key Bridge Inc</a>	FL	\$481,903	President	\$168,000	<b>\$162,935</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Porter County Substance Abuse Council</a>	IN	\$480,751	Executive Director/ceo	\$91,900	<b>\$100,053</b>	2023
<a href="#">Faith And Grace Inc</a>	AZ	\$514,881	Treasurer	\$18,705	<b>\$18,571</b>	2023
<a href="#">Alabama Safety Institute Inc</a>	AL	\$515,927	Executive Director	\$49,136	<b>\$53,231</b>	2024
<a href="#">Responsible Hospitality Institute Inc</a>	CA	\$518,236	President	\$14,308	<b>\$12,389</b>	2024
<a href="#">One World Recovery Network</a>	TX	\$475,740	Chief Executive Officer	\$31,818	<b>\$31,916</b>	2024
<a href="#">Be A Part Of The Conversation</a>	PA	\$472,441	Executive Di	\$72,504	<b>\$74,646</b>	2023
<a href="#">Exodus 14 Ministries Inc</a>	TN	\$471,025	President	\$32,534	<b>\$34,293</b>	2024
<a href="#">Prodigal Ministries Inc</a>	GA	\$527,617	President	\$35,375	<b>\$35,668</b>	2024
<a href="#">Stalwart Clean And Sober</a>	CA	\$466,269	Ceo	\$62,520	<b>\$55,735</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 137 organizations. Compensation range \$1–\$237,000; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$497,397); for reference, expenses \$464,423 and assets \$245,821.

**ROLE MATCH** Nora L Drexler, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 5 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	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	78 <sup>th</sup>
All sources (D + E + F), adjusted	72 <sup>nd</sup>

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 (Nora L Drexler) 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 10, 2026, comparing compensation against 137 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,117 is reasonable (approximately the 77<sup>th</sup> 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 10, 2026.