

Community Living Above

Executive Director / CEO

This analysis benchmarks the total compensation of **Pam Pearce, Executive Director / CEO** (\$73,481) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Pam Pearce — reported title “Board Director and 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 (F21).

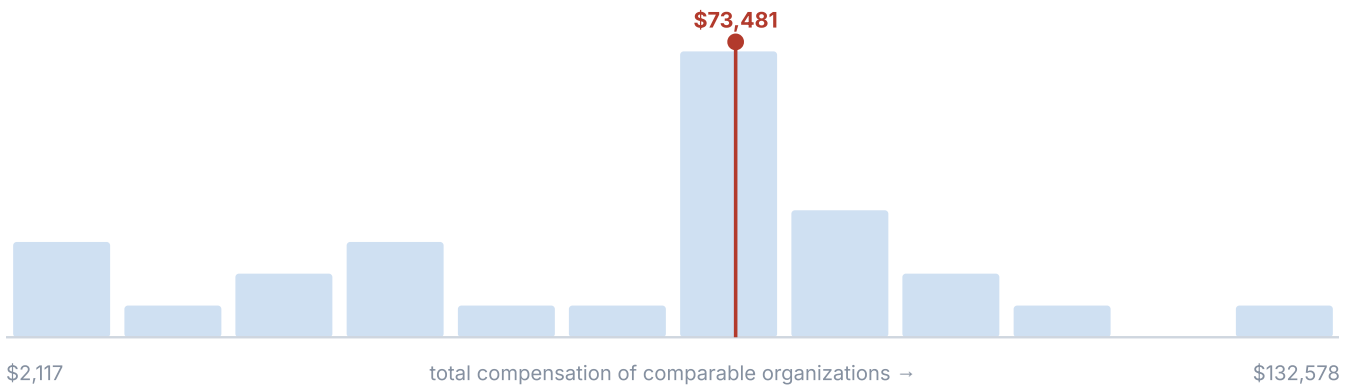
BUDGET Total revenue between \$134,946 and \$302,119 — 0.67x to 1.50x the subject's \$201,413 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F21), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography

→ **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,779	\$40,061	\$68,676	\$80,038	\$92,182	\$73,481
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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 OR 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
Oasis Recovery Community	GA	\$202,208	Secretary/tr	\$18,200	\$22,811	2021
Birdielight	OH	\$203,383	Co-founder	\$22,769	\$26,736	2023
Mi Chiantla	WA	\$191,301	President	\$83,736	\$83,113	2023
Cwc Alliance Inc	GA	\$214,173	Coo	\$43,895	\$47,526	2024
Peer Coalition Inc	NY	\$215,000	Director	\$65,875	\$64,100	2024
Portland Area Intergroup Inc	OR	\$186,364	Office Manager	\$68,000	\$68,000	2024
Ben's Friends	SC	\$224,219	Vice President	\$75,000	\$86,743	2023
Campbell County Drug Free Alliance	KY	\$225,002	Executive Director	\$81,927	\$97,582	2023
Hillsborough County Anti-drug Alliance Inc	FL	\$177,178	Ceo	\$66,734	\$67,508	2024
Pickaway Addiction Action Coalition	OH	\$226,884	Coalition Administrator	\$31,200	\$35,584	2024
Suffit Inc	LA	\$175,539	President	\$1,899	\$2,252	2024
National Woman's Christian Temperance	IL	\$169,019	President	\$2,000	\$2,117	2024
Broward County Intergroup Inc	FL	\$233,902	Executive Dir.	\$66,634	\$67,407	2024
Boone County Prevention &	IA	\$234,876	Executive Dir.	\$57,132	\$69,352	2023
Road Radio Usa Inc	PA	\$162,818	President	\$72,000	\$79,601	2023
Wswa Educational Foundation Inc	DC	\$240,275	Secretary	\$83,620	\$81,350	2023
Cmc Initiative Inc	GA	\$248,403	Executive Dir.	\$83,000	\$89,867	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Standing Together On Meth	TX	\$151,756	Research & D	\$38,576	\$41,553	2024
Denver Area Central Committee A A	CO	\$143,824	Office Manager	\$66,080	\$70,246	2023
Angels At Risk	CA	\$259,116	President	\$138,490	\$132,578	2023
Broken Chains	NC	\$143,611	Treasurer/coo	\$38,450	\$42,781	2024
Educational Alternatives	OK	\$259,532	Executive Director	\$86,056	\$102,039	2024
Lifeline-connect Inc	IL	\$268,033	Exec Dir	\$12,000	\$12,704	2024
Lets Be Clear Georgia Inc	GA	\$274,503	Executive Dir.	\$27,616	\$29,901	2024
The Shepherds Fold Ministry Inc	AR	\$276,142	Exec Director	\$56,012	\$69,799	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	28 organizations. Compensation range \$2,117–\$132,578; filing years 2021–2024.
SIZE BASIS	Matched on total revenue (\$201,413); for reference, expenses \$182,030 and assets \$29,192.
ROLE MATCH	Pam Pearce, reported title <i>"Board Director and 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	64 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	64 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 (Pam Pearce) 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 28 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,481 is reasonable (approximately the 64th 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.