

Coalition Of Care Greater Cincinnati

Executive Director / CEO

EIN 455248032

OH · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chris Combs, Executive Director / CEO** (\$67,500) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

Benchmarked executive: Chris Combs — reported title “Co 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 (O50).

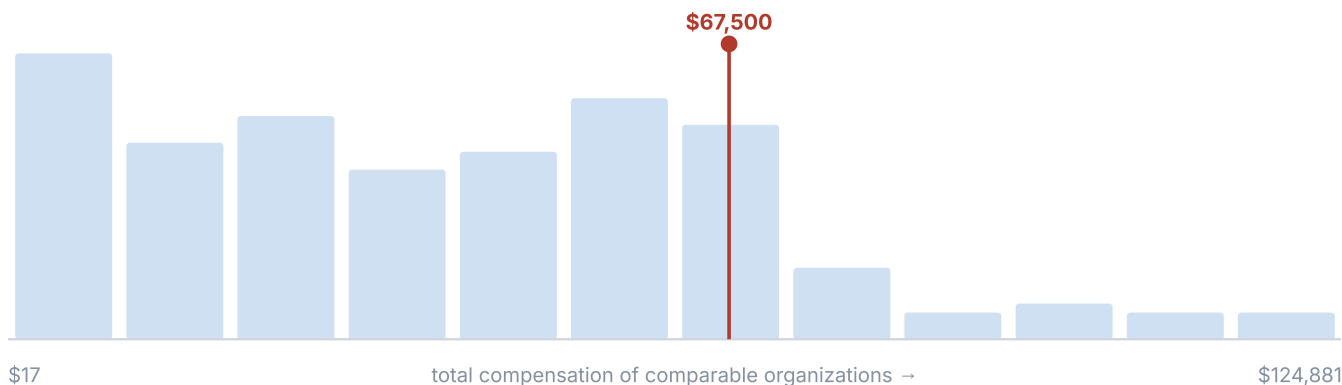
BUDGET Total revenue between \$98,416 and \$220,336 — 0.67x to 1.50x the subject's \$146,891 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

191 organizations qualified on sector, size, and geography

→ **191** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,404	\$19,201	\$40,709	\$61,427	\$74,027	\$67,500
---------	----------	----------	----------	----------	----------



● 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
Brimhall Family Foundation	AZ	\$147,083	President	\$12,600	\$11,441	2024
Wartime Fitness Warriors	VA	\$147,131	President	\$43,375	\$39,541	2024
Juvenile Education & Awareness Project	NJ	\$149,054	Ceo	\$3,120	\$2,630	2024
The Playmakers Organization Inc	CA	\$150,381	Executive Dir.	\$49,500	\$40,356	2024
Suburban Balance	MO	\$150,874	President & Ceo	\$62,000	\$62,000	2024
The Coleman A Young li Educational	MI	\$151,621	Donor Relations Mgr	\$13,900	\$13,946	2023
Youth Opportunity Foundation Inc	IN	\$151,861	Ceo	\$63,581	\$63,305	2024
Camp Compass Inc	PA	\$141,552	President	\$19,500	\$18,902	2023
Wethrive Inc	MA	\$141,550	Director	\$90,000	\$76,359	2024
Abilities Movement Inc	NY	\$153,057	Executive Director	\$68,840	\$57,218	2025
Laurel Highlands	PA	\$153,517	President/tr	\$5,834	\$5,493	2024
West Texas United Soccer Club	TX	\$140,157	Treasurer	\$18,400	\$16,930	2025
Sports Academy Of Idaho	ID	\$140,071	Co-president	\$19,200	\$19,854	2023
Helix Illinois Nfp	IL	\$154,307	Executive Dir.	\$30,000	\$27,846	2024
The Academy365 Inc	NJ	\$154,739	Ceo	\$21,496	\$18,121	2024
Girls Rock Philly	PA	\$138,977	Program Director	\$70,000	\$67,855	2023
Girls On The Run Orlando Inc	FL	\$155,730	Executive Dir.	\$13,750	\$12,196	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Student Angler Tournament Trail	MN	\$138,036	President & Treasurer	\$4,000	\$3,842	2023
Game Changers Leadership And Peer	OH	\$155,990	Executive Di	\$97,800	\$95,279	2025
The Annual Hawaii Convention Inc	HI	\$137,287	Secretary	\$4,500	\$3,916	2023
Byrd House Behavioral Youth Resource Development Incorporated	GA	\$157,072	Executive Director	\$2,100	\$1,994	2024
Boxwood Learning Center Inc	NJ	\$136,522	Ceo	\$2,544	\$2,208	2023
The Play4peace Initiative	MA	\$157,947	President, C	\$45,000	\$38,179	2024
Tilghman Area Youth Association Inc	MD	\$158,317	Executive Dir.	\$26,839	\$23,691	2024
Hip-hope Inc	IA	\$158,432	Chaplain/bookkeeper	\$1,500	\$1,551	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 191 organizations. Compensation range \$17–\$124,881; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$146,891); for reference, expenses \$262,815 and assets \$165,550. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Chris Combs, reported title " <i>Co 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.
OUTLIERS	1 peer 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	82 nd
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	82 nd

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 (Chris Combs) 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 191 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,500 is reasonable (approximately the 82nd 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.