

California Association Of Mental Health Peer Run Organizations

EIN 463280606

CA · NTEE F03

FY ending 2024-06-30

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Andrea Wagner, Executive Director / CEO** (\$22,866) against **every comparable organization** that fit the selection criteria — **835** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **9th** percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Andrea Wagner — 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 (F03).
BUDGET	Total revenue between \$326,943 and \$731,962 — 0.67x to 1.50x the subject's \$487,975 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

835 organizations qualified on sector, size, and geography → **835** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,004 10TH	\$50,201 25TH	\$79,685 MEDIAN	\$105,509 75TH	\$137,588 90TH	\$22,866 THIS ORG · 9TH
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\$22,866



■ 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 CA 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
Altruistic Recovery Llc	OR	\$487,451	Ed President	\$45,036	\$48,434	2024
Justice And Recovery Advocates Inc	MD	\$488,592	Ceo	\$105,067	\$110,823	2025
De Paul Qalicb Inc	OR	\$488,728	President	\$17,336	\$18,163	2025
South Boston Collaborative Center Inc	MA	\$488,793	Former Executive Director	\$105,088	\$109,361	2024
Platoon 22 Inc	MD	\$488,889	Executive Di	\$80,000	\$89,174	2023
Mental Health Collaborative	FL	\$486,683	Executive Director	\$92,616	\$100,759	2024
Alabaster House	SC	\$489,645	Director	\$71,182	\$85,999	2024
Allied Restorative Systems	VA	\$490,129	Executive Director	\$97,521	\$109,045	2024
East Los Angeles Alcoholism Council	CA	\$490,169	Chairman	\$14,600	\$14,600	2024
Beacon Of Light Mental Health	TX	\$485,727	Ex. Dir./pre	\$46,226	\$53,550	2024
Urban Community Action Network	CA	\$490,270	Executive Director	\$195,834	\$195,834	2024
Youth Development Services	WY	\$490,445	Executive Director	\$33,461	\$40,424	2025
Peace Of Mind -	WY	\$485,484	Executive Di	\$49,109	\$60,899	2024
Day At A Time Club Inc	AZ	\$491,302	Vice President	\$25,555	\$28,462	2024
North Suburban Counseling Center	MN	\$491,605	Executive Director/therapi	\$80,669	\$95,037	2023
Lubbock Lighthouse	TX	\$491,889	Director	\$15,290	\$17,256	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christian Counseling Ministries Westernnewyork Inc	NY	\$484,037	Executive Director	\$83,206	\$89,645	2023
Turning Point Evaluation Inc	IA	\$483,893	Member	\$93,575	\$118,655	2024
Be The Change In Mental Health	CA	\$492,149	Ed/secretary	\$104,403	\$107,487	2023
Mid-valley Fellowship	OR	\$483,781	Executive Dir.	\$37,921	\$40,782	2024
Mission House Ministry	WA	\$483,616	Board Member - Mentoring	\$54,146	\$56,140	2024
50 Mile March Foundation Inc	NE	\$483,581	Executive Director	\$33,333	\$42,746	2023
Community Support Group	PA	\$483,238	President	\$47,982	\$53,984	2025
Truth Pharm Inc	NY	\$483,136	Executive Director	\$71,455	\$74,775	2024
Morgan Behavioral Health Choices	OH	\$483,105	Executive Di	\$50,963	\$64,356	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	835 organizations. Compensation range \$1–\$567,287; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$487,975); for reference, expenses \$736,291 and assets \$114,188. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Andrea Wagner, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	9 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	7 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 (Andrea Wagner) 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 13, 2026, comparing compensation against 835 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,866 is reasonable (approximately the 9th 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 13, 2026.