

A Peace Of Mind Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Felicia Robinson, Executive Director / CEO** (\$43,805) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

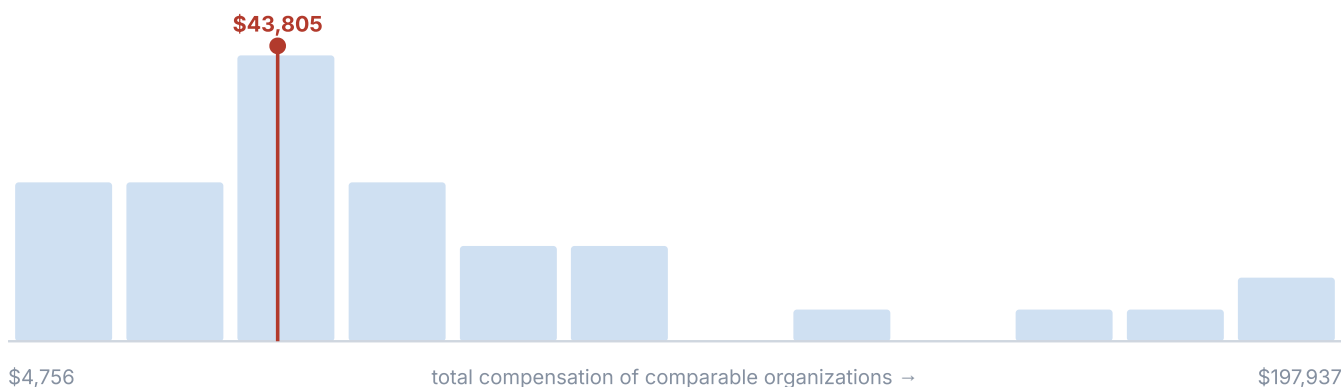
Benchmarked executive: Felicia Robinson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

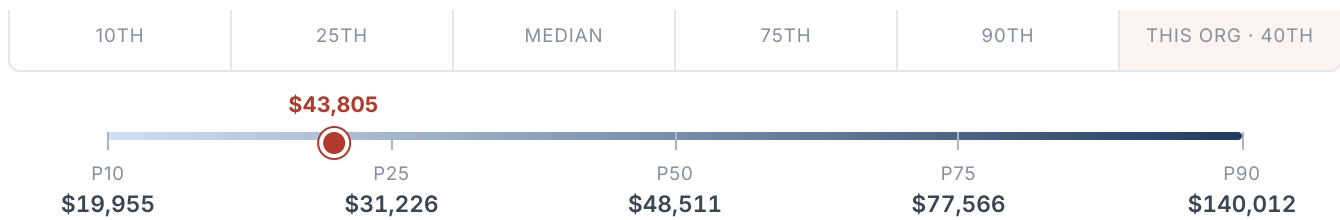
SECTOR	Organizations sharing the subject's NTEE classification (F33).
BUDGET	Total revenue between \$217,298 and \$486,489 — 0.67x to 1.50x the subject's \$324,326 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F33), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,955	\$31,226	\$48,511	\$77,566	\$140,012	\$43,805
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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
L'arche North Carolina	NC	\$335,585	Executive Director	\$70,179	\$72,715	2024
B C Davis Inc	MI	\$311,755	President	\$36,900	\$38,193	2024
Peace River Center Properties Inc	FL	\$306,470	Secretary	\$27,335	\$25,750	2024
Search For Change Community	NY	\$296,526	Ceo	\$25,719	\$23,305	2024
Iris Transitional Living	GA	\$295,086	Cfo	\$36,400	\$36,701	2024
Bhr Housing Properties	WA	\$353,568	Bhr Ceo	\$25,251	\$23,340	2023
Pathway Recovery Inc	VA	\$353,900	President And Chief Executive Officer	\$19,962	\$19,899	2023
Bridge To Balance Inc	AZ	\$356,546	President	\$122,414	\$121,542	2023
Heaven Sent Group Home Inc	NC	\$291,703	Executive Di	\$74,700	\$79,685	2023
Kommunity Kares Inc	NJ	\$288,648	President	\$221,080	\$197,937	2024
Assisi House	MO	\$286,108	Executive Director	\$68,997	\$75,446	2023
Midway Apartments Inc	GA	\$367,120	Executive Dir.	\$19,500	\$19,661	2024
People Who Care Children's Association	CA	\$368,834	Non-voting Member	\$67,390	\$58,353	2024
Bell Housing Inc	PA	\$268,461	Executive Director	\$20,040	\$20,040	2024
The Flynn Fellowship Home Of Gastonia Inc	NC	\$268,263	Ex. Director	\$49,536	\$51,326	2024
Reunification Transitional Housing Corporation	CA	\$381,894	Ceo	\$72,048	\$64,229	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Progress House	IN	\$254,750	President/ceo & Board Chair	\$89,097	\$97,002	2023
Delancey Street North Carolina	NC	\$248,158	President/ceo	\$155,986	\$166,396	2023
Foundations A Place For Education And Recovery Inc	OH	\$402,190	Executive Director	\$61,000	\$66,701	2023
Feather River Mens Center	CA	\$403,995	Asst Director	\$51,227	\$45,667	2023
House Of Hope	IA	\$405,819	Executive Director	\$56,667	\$62,219	2024
Oasis Clubhouse Inc	OK	\$234,012	Executive Director	\$45,096	\$48,511	2025
Oasis Housing Inc	UT	\$233,936	Admin Assistant	\$4,501	\$4,756	2023
Montreux Management Corporation	PA	\$230,000	President	\$43,401	\$43,401	2024
Ruthlyn Aitcheson Corporation	FL	\$225,422	Manager	\$48,228	\$45,432	2024

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.

■ Sample, role match & sensitivity

PEER COUNT	35 organizations. Compensation range \$4,756–\$197,937; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$324,326); for reference, expenses \$288,023 and assets \$97,778.
ROLE MATCH	Felicia Robinson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	40 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	20 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 (Felicia Robinson) 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 35 similarly situated organizations (Same NTEE sector (F33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,805 is reasonable (approximately the 40th 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.