

# One World Recovery Network

Executive Director / CEO

This analysis benchmarks the total compensation of **Annie Powell, Executive Director / CEO** (\$31,818) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

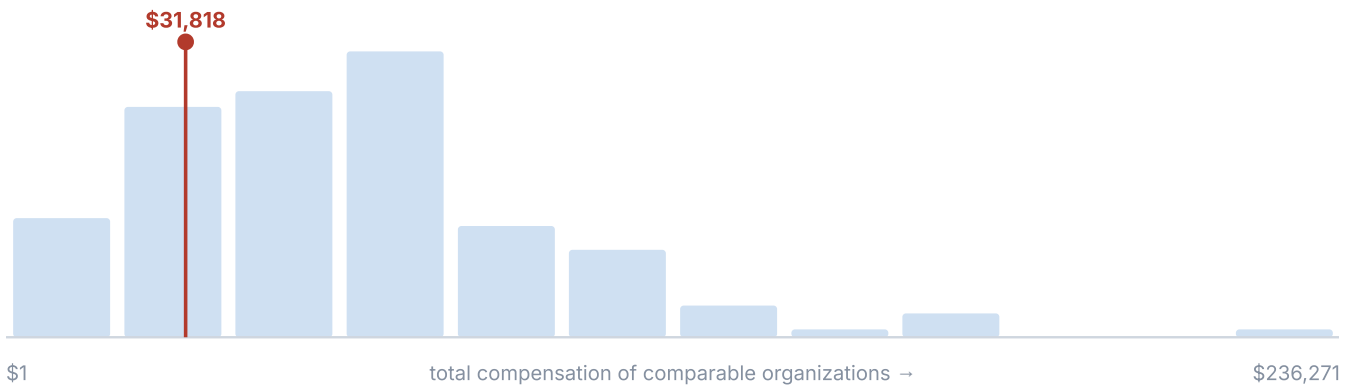
**Benchmarked executive:** Annie Powell — reported title “Chief Executive Officer”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$318,745 and \$713,610 — 0.67x to 1.50x the subject's \$475,740 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

**145** organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,812	\$35,558	\$57,692	\$77,646	\$102,650	\$31,818
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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 TX 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="#">Be A Part Of The Conversation</a>	PA	\$472,441	Executive Di	\$72,504	<b>\$74,416</b>	2023
<a href="#">Exodus 14 Ministries Inc</a>	TN	\$471,025	President	\$32,534	<b>\$34,187</b>	2024
<a href="#">Porter County Substance Abuse Council</a>	IN	\$480,751	Executive Director/ceo	\$91,900	<b>\$99,745</b>	2023
<a href="#">Key Bridge Inc</a>	FL	\$481,903	President	\$168,000	<b>\$162,434</b>	2023
<a href="#">Massachusetts Alliance For Sober Housing Inc</a>	MA	\$481,940	Treasurer	\$4,500	<b>\$4,162</b>	2023
<a href="#">Morgan Behavioral Health Choices</a>	OH	\$483,105	Executive Di	\$50,963	<b>\$55,554</b>	2023
<a href="#">Truth Pharm Inc</a>	NY	\$483,136	Executive Director	\$71,455	<b>\$64,549</b>	2024
<a href="#">Mission House Ministry</a>	WA	\$483,616	Board Member - Mentoring	\$54,146	<b>\$48,462</b>	2024
<a href="#">Stalwart Clean And Sober</a>	CA	\$466,269	Ceo	\$62,520	<b>\$55,564</b>	2023
<a href="#">Washed Clean Addiction &amp; Recovery Ministries</a>	SD	\$465,327	President	\$48,000	<b>\$52,958</b>	2024
<a href="#">Humanity United With God For Sociey</a>	GA	\$463,235	Executive Director	\$102,000	<b>\$102,527</b>	2024
<a href="#">Urban Community Action Network</a>	CA	\$490,270	Executive Director	\$195,834	<b>\$169,050</b>	2024
<a href="#">180 Ranch Inc</a>	TX	\$460,981	Executive Director	\$50,000	<b>\$50,000</b>	2024
<a href="#">Lubbock Lighthouse</a>	TX	\$491,889	Director	\$15,290	<b>\$14,896</b>	2025
<a href="#">Unity Recovery Services Inc</a>	WI	\$493,405	Coexecutive	\$69,588	<b>\$72,653</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Minnesota Cit Officers Association</a>	MN	\$493,661	Executive Director	\$52,923	<b>\$53,822</b>	2023
<a href="#">Mission 61 Inc</a>	MN	\$457,543	President/ce	\$21,200	<b>\$21,560</b>	2023
<a href="#">A Vision For You Inc</a>	KY	\$494,144	President - Sr Program Director	\$62,100	<b>\$71,482</b>	2022
<a href="#">Coalition Pathways Inc</a>	PA	\$497,397	President	\$81,117	<b>\$80,867</b>	2024
<a href="#">Shalom House Ministries Inc</a>	SC	\$451,156	Executive Director/president	\$52,530	<b>\$56,403</b>	2023
<a href="#">Recoverywerks</a>	TX	\$450,983	Executive Dir.	\$57,692	<b>\$57,692</b>	2024
<a href="#">Sea Change Recovery Community</a>	NJ	\$450,113	President	\$86,539	<b>\$77,241</b>	2024
<a href="#">Recovery Advocates In Livingston Inc</a>	MI	\$449,928	Director	\$49,525	<b>\$51,102</b>	2024
<a href="#">Sea Change</a>	CA	\$501,728	President	\$47,000	<b>\$41,770</b>	2023
<a href="#">Palmetto Recovery Of Charleston</a>	SC	\$449,521	President	\$52,350	<b>\$54,597</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT **145** organizations. Compensation range \$1–\$236,271; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$475,740); for reference, expenses \$387,578 and assets \$173,621.

ROLE MATCH	Annie Powell, reported title " <i>Chief Executive Officer</i> ", 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	22 <sup>nd</sup>
All sources (D + E + F), adjusted	17 <sup>th</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 (Annie Powell) 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 145 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,818 is reasonable (approximately the 19<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.