

# Community Access To Coordinated

Executive Director / CEO

EIN 470812317

NE · NTEE E70

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Rita Parris, Executive Director / CEO** (\$61,792) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Rita Parris — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

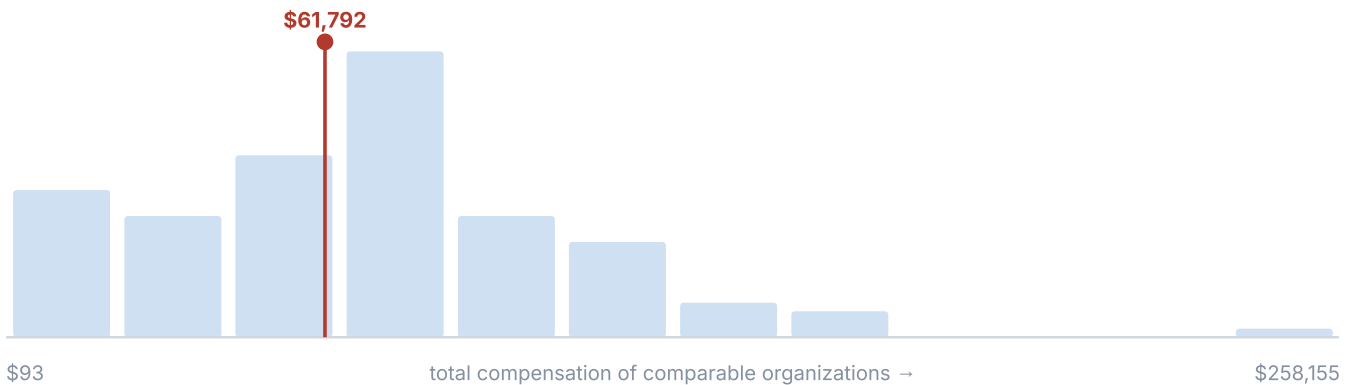
**SECTOR** Organizations sharing the subject's NTEE classification (E70).

**BUDGET** Total revenue between \$223,503 and \$500,382 — 0.67x to 1.50x the subject's \$333,588 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

**118** organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,586	\$41,234	\$68,463	\$89,647	\$122,536	\$61,792
----------	----------	----------	----------	-----------	----------



## ● 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 NE 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="#">Playmakers Fitness Foundation Inc</a>	MI	\$333,631	Executive Director	\$118,046	<b>\$110,034</b>	2024
<a href="#">Integrated Center For Group Medical</a>	MA	\$334,755	Director	\$21,578	<b>\$17,511</b>	2024
<a href="#">Trust Chw</a>	TX	\$331,457	Founder	\$10,935	<b>\$9,878</b>	2024
<a href="#">Arts And Healing Initiative</a>	CA	\$339,180	Executive Direc	\$119	<b>\$93</b>	2024
<a href="#">The Fairfield County Medical Association</a>	CT	\$321,696	Executive Director Through 5/1/24	\$129,977	<b>\$110,056</b>	2024
<a href="#">Formed Families Forward</a>	VA	\$346,633	Executive Di	\$85,238	<b>\$74,325</b>	2024
<a href="#">Healthy Alliances Matter For All</a>	MN	\$346,830	Executive Director	\$66,160	<b>\$60,781</b>	2023
<a href="#">La Casa De La Salud</a>	VA	\$319,985	Officer	\$43,000	<b>\$37,494</b>	2024
<a href="#">November Project Inc</a>	MA	\$319,483	Executive Dir.	\$110,000	<b>\$91,904</b>	2023
<a href="#">The Patient Revolution Inc</a>	MN	\$348,045	Executive Director	\$141,440	<b>\$126,213</b>	2024
<a href="#">Intercultural Center For Health Research And Wellness</a>	TX	\$318,990	President	\$96,011	<b>\$89,294</b>	2023
<a href="#">Seven Star Academy Inc</a>	LA	\$348,540	Executive Director & Founder	\$85,227	<b>\$87,254</b>	2023
<a href="#">Needle Exchange Emergency Distribution</a>	CA	\$315,045	Director	\$36,772	<b>\$28,675</b>	2024
<a href="#">Wisconsin Northern Highland Ahec Inc</a>	WI	\$314,699	Executive Dir.	\$100,928	<b>\$92,735</b>	2025
<a href="#">Breastfeeding Outreach For Our</a>	OH	\$313,880	Executive Di	\$151,218	<b>\$144,640</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">People Advocating Recovery Inc</a>	KY	\$353,644	President	\$95,000	<b>\$92,172</b>	2024
<a href="#">The Annie Appleseed Project</a>	FL	\$354,438	President	\$53,000	<b>\$43,804</b>	2025
<a href="#">His Healing Hands</a>	CA	\$311,958	Ceo	\$93,936	<b>\$73,252</b>	2024
<a href="#">Starting Hearts</a>	CO	\$310,830	Executive Director	\$92,000	<b>\$82,020</b>	2023
<a href="#">National Nurse Practitioner Residency</a>	CT	\$356,680	Executive Director	\$188,381	<b>\$164,220</b>	2023
<a href="#">Midwest Street Medicine</a>	SD	\$308,652	Medical Director	\$30,000	<b>\$29,129</b>	2025
<a href="#">Upstream Public Health</a>	OR	\$308,414	Executive Director	\$55,500	<b>\$46,545</b>	2024
<a href="#">Carefirst Carolina Foundation</a>	SC	\$359,527	Foundation D	\$10,500	<b>\$10,185</b>	2023
<a href="#">Healthy Community Coalition</a>	ME	\$359,679	Former President	\$50,167	<b>\$45,366</b>	2024
<a href="#">Scch Fitness Center Inc</a>	IN	\$361,128	Director	\$51,750	<b>\$50,740</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE cost of living and 2023 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 NE 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 118 organizations. Compensation range \$93–\$258,155; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$333,588); for reference, expenses \$310,140 and assets \$112,024.

**ROLE MATCH** Rita Parris, reported title "*EXECUTIVE DI*", 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	3 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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	43 <sup>rd</sup>
All sources (D + E + F), adjusted	36 <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 (Rita Parris) 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 118 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,792 is reasonable (approximately the 43<sup>rd</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.