

# Warriors Ascent

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Mike Kenny, Executive Director / CEO** (\$88,200) against **every comparable organization** that fit the selection criteria — **841** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F11).
BUDGET	Total revenue between \$287,806 and \$644,343 — 0.67x to 1.50x the subject's \$429,562 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**841** organizations qualified on sector, size, and geography → **841** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,392	\$37,829	\$60,535	\$80,733	\$106,768	\$88,200
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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 MO 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="#">Prince William Drop In Center</a>	VA	\$429,344	Former Vice Pre	\$78,382	<b>\$71,454</b>	2024
<a href="#">Men Of Pa A</a>	HI	\$429,115	Executive Director	\$65,000	<b>\$54,945</b>	2024
<a href="#">The Healing Center</a>	WA	\$428,859	Director	\$81,000	<b>\$68,470</b>	2024
<a href="#">Alcohol &amp; Drug Abuse Council Of Delaware</a>	NY	\$430,396	Executive Dir.	\$48,827	<b>\$41,657</b>	2024
<a href="#">Be The Bush Ministries</a>	TN	\$430,427	Executive Director	\$43,600	<b>\$43,270</b>	2024
<a href="#">Barbara &amp; Grace Inc</a>	FL	\$430,461	Manager - Crra	\$31,665	<b>\$28,915</b>	2023
<a href="#">Power Forward Inc</a>	MA	\$430,604	Director	\$42,290	<b>\$35,880</b>	2024
<a href="#">Nueva Vida Inc</a>	MA	\$428,344	Ceo	\$56,278	<b>\$47,748</b>	2024
<a href="#">Hogar Santisima Trinidad Inc</a>	PR	\$428,208	Director	\$36,872	<b>\$36,872</b>	2024
<a href="#">Community Counseling Center Of Central</a>	CT	\$430,983	Clinical Direct	\$75,010	<b>\$68,364</b>	2023
<a href="#">Accredited Recovery Housing Inc</a>	OH	\$428,059	Executive Director	\$80,655	<b>\$80,655</b>	2024
<a href="#">Sarasota Addiction Recovery Assistance Inc</a>	FL	\$428,021	President	\$42,000	<b>\$38,353</b>	2023
<a href="#">Warrionow</a>	CO	\$427,810	Director	\$5,500	<b>\$5,126</b>	2023
<a href="#">Child Life Society Inc</a>	NY	\$431,976	Secretary	\$52,000	<b>\$44,364</b>	2024
<a href="#">Christian Counseling Associates Of Jacksonville Inc</a>	FL	\$432,130	President	\$162,000	<b>\$143,687</b>	2024
<a href="#">Together Happy And Forever</a>	FL	\$432,530	President	\$33,500	<b>\$30,590</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Raices Sagradas Community Mental Health</a>	MN	\$432,677	Executive Director	\$63,924	<b>\$59,636</b>	2024
<a href="#">Blue River Housing Corp</a>	MI	\$426,094	President	\$6,000	<b>\$6,020</b>	2023
<a href="#">21 Roots Farm</a>	MN	\$433,211	Cofounder Board	\$26,667	<b>\$25,614</b>	2023
<a href="#">Harrison County Substance Abuse</a>	IN	\$433,229	Executive Dir.	\$55,558	<b>\$55,317</b>	2024
<a href="#">Defenders For Children</a>	SC	\$433,590	Ceo	\$46,790	<b>\$46,087</b>	2024
<a href="#">Mercy House Of Meadville Inc</a>	PA	\$425,491	President	\$71,413	<b>\$69,224</b>	2023
<a href="#">Recovery Bartow Inc</a>	GA	\$433,752	Executive Director	\$34,754	<b>\$32,993</b>	2024
<a href="#">Life Challenge International</a>	CA	\$424,816	President	\$48,000	<b>\$39,133</b>	2024
<a href="#">Spring-ford Counseling Services Inc</a>	PA	\$434,372	Executive Director/secretary	\$39,191	<b>\$36,900</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	841 organizations. Compensation range \$1–\$462,495; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$429,562); for reference, expenses \$406,438 and assets \$322,919.
ROLE MATCH	Mike Kenny, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 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	80 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	75 <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 (Mike Kenny) 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 841 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,200 is reasonable (approximately the 80<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 9, 2026.