

Be A Part Of The Conversation

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Kim Porter Cfrs, Executive Director / CEO** (\$72,504) 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 **72nd** percentile of comparable organizations within the typical range

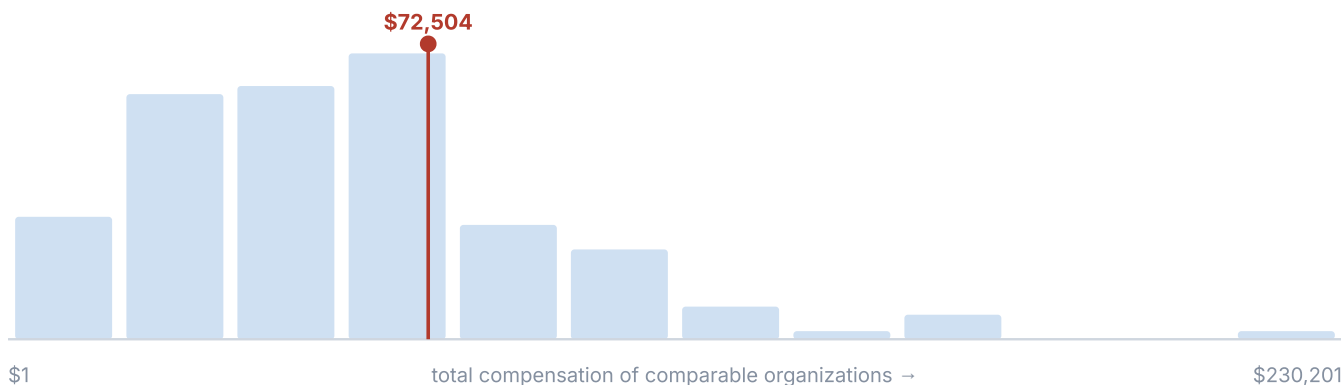
Benchmarked executive: Kim Porter Cfrs — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$316,535 and \$708,661 — 0.67x to 1.50x the subject's \$472,441 (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



\$19,303	\$34,621	\$55,216	\$75,652	\$100,012	\$72,504
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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
Exodus 14 Ministries Inc	TN	\$471,025	President	\$32,534	\$33,309	2024
One World Recovery Network	TX	\$475,740	Chief Executive Officer	\$31,818	\$31,000	2024
Stalwart Clean And Sober	CA	\$466,269	Ceo	\$62,520	\$54,136	2023
Washed Clean Addiction & Recovery Ministries	SD	\$465,327	President	\$48,000	\$51,598	2024
Porter County Substance Abuse Council	IN	\$480,751	Executive Director/ceo	\$91,900	\$97,183	2023
Humanity United With God For Sociey	GA	\$463,235	Executive Director	\$102,000	\$99,894	2024
Key Bridge Inc	FL	\$481,903	President	\$168,000	\$158,261	2023
Massachusetts Alliance For Sober Housing Inc	MA	\$481,940	Treasurer	\$4,500	\$4,055	2023
Morgan Behavioral Health Choices	OH	\$483,105	Executive Di	\$50,963	\$54,127	2023
Truth Pharm Inc	NY	\$483,136	Executive Director	\$71,455	\$62,890	2024
Mission House Ministry	WA	\$483,616	Board Member - Mentoring	\$54,146	\$47,217	2024
180 Ranch Inc	TX	\$460,981	Executive Director	\$50,000	\$48,716	2024
Mission 61 Inc	MN	\$457,543	President/ce	\$21,200	\$21,006	2023
Urban Community Action Network	CA	\$490,270	Executive Director	\$195,834	\$164,707	2024
Lubbock Lighthouse	TX	\$491,889	Director	\$15,290	\$14,514	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Unity Recovery Services Inc	WI	\$493,405	Coexecutive	\$69,588	\$70,786	2024
Minnesota Cit Officers Association	MN	\$493,661	Executive Director	\$52,923	\$52,439	2023
Shalom House Ministries Inc	SC	\$451,156	Executive Director/president	\$52,530	\$54,954	2023
Recoverywerks	TX	\$450,983	Executive Dir.	\$57,692	\$56,210	2024
A Vision For You Inc	KY	\$494,144	President - Sr Program Director	\$62,100	\$69,646	2022
Sea Change Recovery Community	NJ	\$450,113	President	\$86,539	\$75,257	2024
Recovery Advocates In Livingston Inc	MI	\$449,928	Director	\$49,525	\$49,789	2024
Palmetto Recovery Of Charleston	SC	\$449,521	President	\$52,350	\$53,194	2024
Christian Love Ministries Inc	NC	\$449,460	Executive Di	\$57,485	\$59,562	2023
Quabbin Healthcare Inc	MA	\$449,103	Past President/ceo	\$61,276	\$55,216	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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 **145** organizations. Compensation range \$1–\$230,201; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$472,441); for reference, expenses \$349,963 and assets \$357,988.
ROLE MATCH	Kim Porter Cfrs, 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	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	72 nd
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	67 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 (Kim Porter Cfrs) 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 \$72,504 is reasonable (approximately the 72nd 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.