

Recoverywerks

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Deborah Dickensheets, Executive Director / CEO** (\$57,692) against **every comparable organization** that fit the selection criteria — **141** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

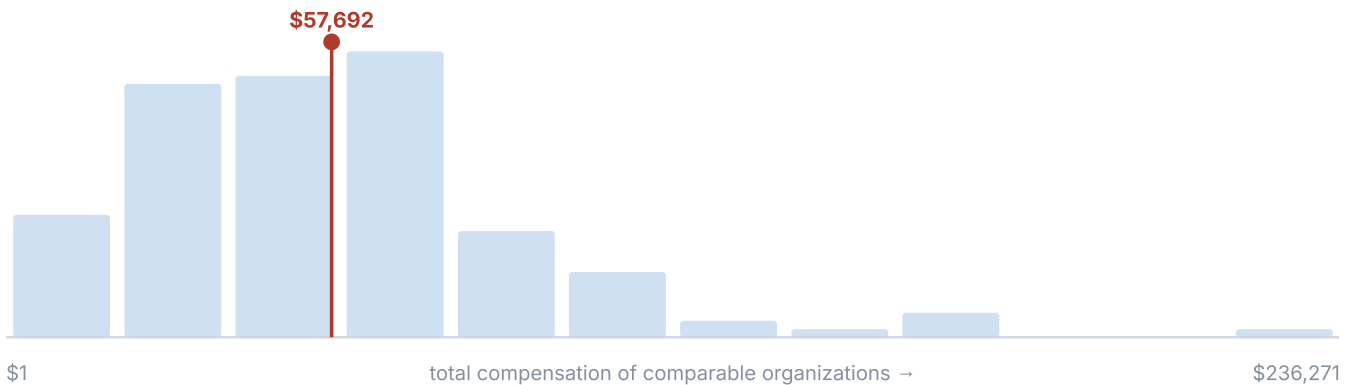
Benchmarked executive: Deborah Dickensheets — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$302,158 and \$676,474 — 0.67x to 1.50x the subject's \$450,983 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

141 organizations qualified on sector, size, and geography → **141** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,174	\$34,187	\$55,564	\$74,416	\$99,745	\$57,692
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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
Shalom House Ministries Inc	SC	\$451,156	Executive Director/president	\$52,530	\$56,403	2023
Sea Change Recovery Community	NJ	\$450,113	President	\$86,539	\$77,241	2024
Recovery Advocates In Livingston Inc	MI	\$449,928	Director	\$49,525	\$51,102	2024
Palmetto Recovery Of Charleston	SC	\$449,521	President	\$52,350	\$54,597	2024
Christian Love Ministries Inc	NC	\$449,460	Executive Di	\$57,485	\$61,133	2023
Quabbin Healthcare Inc	MA	\$449,103	Past President/ceo	\$61,276	\$56,672	2023
Wow Transition House Inc	TN	\$448,460	Executive Di	\$76,021	\$77,824	2025
The Robert W Maxwell Memorial	PA	\$448,331	Executive Vp	\$96,693	\$96,395	2024
Any Positive Change Incorporated	CA	\$447,100	Executive Di	\$93,240	\$80,488	2024
New Start Program	OR	\$447,079	Officer	\$247,200	\$236,271	2023
Giving Recovery A Chance Everyday	IN	\$445,528	Director	\$6,750	\$7,326	2023
Mission 61 Inc	MN	\$457,543	President/ce	\$21,200	\$21,560	2023
Covenant Counseling Ministries Inc	MD	\$443,410	President	\$72,039	\$67,329	2024
Northbound & Co	PA	\$441,506	Executive Directortreasurer	\$55,092	\$54,922	2024
180 Ranch Inc	TX	\$460,981	Executive Director	\$50,000	\$50,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Humanity United With God For Sociey	GA	\$463,235	Executive Director	\$102,000	\$102,527	2024
Washed Clean Addiction & Recovery Ministries	SD	\$465,327	President	\$48,000	\$52,958	2024
Stalwart Clean And Sober	CA	\$466,269	Ceo	\$62,520	\$55,564	2023
Genesis Counseling Services Inc	MA	\$435,540	President	\$75,044	\$67,415	2024
Spring-ford Counseling Services Inc	PA	\$434,372	Executive Director/secretaria	\$39,191	\$39,070	2024
Recovery Bartow Inc	GA	\$433,752	Executive Director	\$34,754	\$34,934	2024
Harrison County Substance Abuse	IN	\$433,229	Executive Dir.	\$55,558	\$58,571	2024
Exodus 14 Ministries Inc	TN	\$471,025	President	\$32,534	\$34,187	2024
Be A Part Of The Conversation	PA	\$472,441	Executive Di	\$72,504	\$74,416	2023
Hogar Santisima Trinidad Inc	PR	\$428,208	Director	\$36,872	\$36,872	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.

Sample, role match & sensitivity

PEER COUNT 141 organizations. Compensation range \$1–\$236,271; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$450,983); for reference, expenses \$542,265 and assets \$980,129.

ROLE MATCH	Deborah Dickensheets, reported title " <i>Executive Dir.</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	54 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	50 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 (Deborah Dickensheets) 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 141 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,692 is reasonable (approximately the 54th 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.