

One Recovery

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lynne Pedersen, Executive Director / CEO** (\$62,500) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

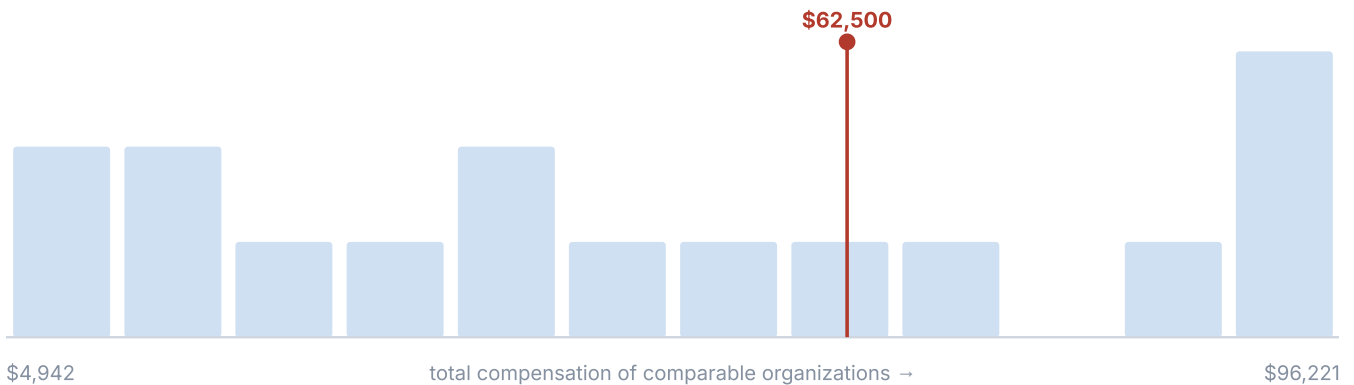
Benchmarked executive: Lynne Pedersen — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$151,886 and \$340,044 — 0.67x to 1.50x the subject's \$226,696 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60) + CA + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,910	\$19,993	\$43,919	\$75,257	\$92,039	\$62,500
----------	----------	----------	----------	----------	----------



■ 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 CA 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
Narrative Initiatives San Diego	CA	\$223,255	Director	\$21,014	\$21,014	2024
Caldwell-clark	CA	\$242,381	President	\$29,600	\$29,600	2024
The Open Table	CA	\$205,254	Executive Dir.	\$91,420	\$91,420	2024
The Good Death Foundation	CA	\$204,787	Ceo	\$4,800	\$4,942	2023
4c Children And Family	CA	\$251,266	Ceo	\$10,075	\$10,075	2024
Yesh Tikva Inc	CA	\$253,135	Executive Dir.	\$70,655	\$72,742	2023
Center For Early Childhood Connections	CA	\$256,654	Secretary And Co-executive Director	\$49,038	\$50,486	2023
Positive Communication Practices Inc	CA	\$256,977	President	\$93,460	\$96,221	2023
Emerge Center For Social And Emotional Learning	CA	\$267,436	Executive Director	\$37,352	\$37,352	2024
Cornerstone Center For Counseling	CA	\$287,709	President	\$49,811	\$51,282	2023
About Progress Not Perfection	CA	\$154,850	Executive Director	\$82,800	\$82,800	2024
Heartstrings Counseling Inc	CA	\$308,555	Ceo	\$90,000	\$92,658	2023
The Bridge Restoration Ministry Napa	CA	\$312,035	Executive Director	\$60,750	\$62,544	2023
Hope For Healthy Families Counseling Center	CA	\$315,277	Ceopresident	\$16,929	\$16,929	2024
Aragon & Hernandez Social Services	CA	\$319,881	Chief Executive Officer	\$36,140	\$36,140	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Touchstone Counseling Service Inc	CA	\$337,945	Secretary	\$13,351	\$13,745	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	16 organizations. Compensation range \$4,942–\$96,221; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$226,696); for reference, expenses \$230,605 and assets \$7,416.
ROLE MATCH	Lynne Pedersen, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	63 rd
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	63 rd

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 (Lynne Pedersen) 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 16 similarly situated organizations (Same NTEE sector (F60) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,500 is reasonable (approximately the 63rd 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.