

# Peace Restored Inc

Executive Director / CEO

EIN 475299224

IN · NTEE F60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ann Madison, Executive Director / CEO** (\$37,500) against **every comparable organization** that fit the selection criteria — **131** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31<sup>st</sup>** percentile of comparable organizations

within the typical range

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (F60).

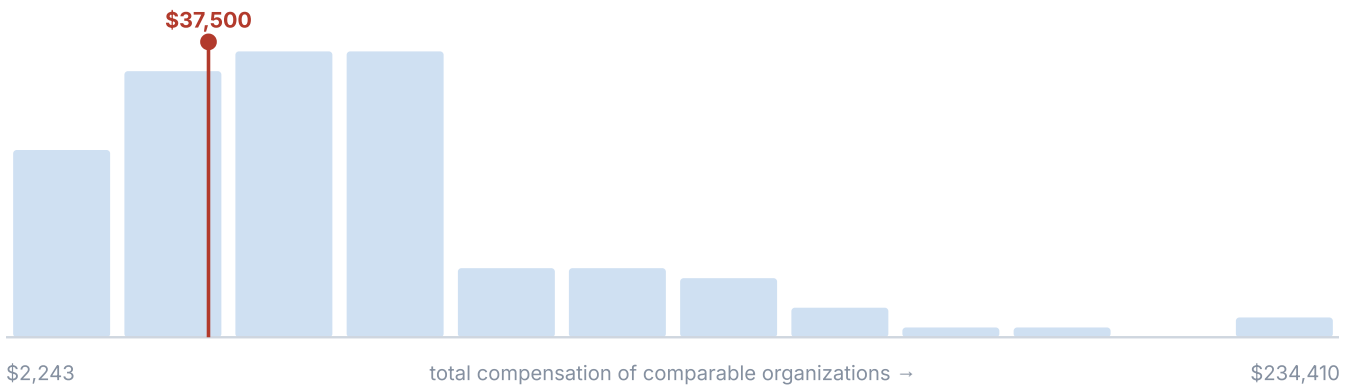
**BUDGET** Total revenue between \$218,787 and \$489,823 — 0.67x to 1.50x the subject's \$326,549 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

**131** organizations qualified on sector, size, and geography

→ **131** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,292	\$31,261	\$53,871	\$75,750	\$117,127	\$37,500
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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 IN 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="#">Kidz Can Corporation</a>	NJ	\$329,009	President	\$44,200	<b>\$37,422</b>	2024
<a href="#">Anchored Hope Counseling</a>	KY	\$329,102	President/cl	\$73,340	<b>\$74,718</b>	2024
<a href="#">Cenfam</a>	AR	\$329,363	President	\$34,491	<b>\$37,850</b>	2023
<a href="#">Brilora Fertility Foundation</a>	MI	\$323,669	President	\$32,692	<b>\$31,998</b>	2024
<a href="#">Aragon &amp; Hernandez Social Services</a>	CA	\$319,881	Chief Executive Officer	\$36,140	<b>\$29,592</b>	2024
<a href="#">E-motion Inc</a>	NH	\$333,224	Chair And Ceo	\$65,403	<b>\$57,266</b>	2024
<a href="#">Women Supporting Women Inc</a>	MD	\$319,274	Executive Director	\$41,349	<b>\$36,657</b>	2024
<a href="#">Still Small Voice Educational Services</a>	NJ	\$336,349	President	\$25,000	<b>\$21,791</b>	2023
<a href="#">Mercy House International Inc</a>	OR	\$316,575	Ceo	\$30,000	<b>\$25,738</b>	2025
<a href="#">Starlight Ministries Inc</a>	MI	\$337,126	Executive Di	\$26,800	<b>\$27,006</b>	2023
<a href="#">Hope For Healthy Families Counseling Center</a>	CA	\$315,277	Ceopresident	\$16,929	<b>\$13,862</b>	2024
<a href="#">Touchstone Counseling Service Inc</a>	CA	\$337,945	Secretary	\$13,351	<b>\$11,255</b>	2023
<a href="#">Love Like Lexi Project Inc</a>	AL	\$314,689	Executive Dire	\$72,969	<b>\$74,753</b>	2024
<a href="#">Twin State Christian Counseling Inc</a>	VT	\$340,496	Executive Director	\$84,469	<b>\$78,544</b>	2025
<a href="#">Fishbowl Ministries Inc</a>	CA	\$340,847	President	\$22,434	<b>\$18,370</b>	2024
<a href="#">The Bridge Restoration Ministry Napa</a>	CA	\$312,035	Executive Director	\$60,750	<b>\$51,213</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New Hope Counseling Services Inc</a>	IN	\$310,014	Pastor Of Operations	\$85,841	<b>\$88,377</b>	2023
<a href="#">Heartstrings Counseling Inc</a>	CA	\$308,555	Ceo	\$90,000	<b>\$75,871</b>	2023
<a href="#">Virginia Law Enforcement Assistant</a>	VA	\$346,111	Director	\$28,125	<b>\$26,512</b>	2023
<a href="#">Jersey Shore Dream Center</a>	NJ	\$347,790	Secretary	\$9,269	<b>\$7,848</b>	2024
<a href="#">The Relationship Resource</a>	CA	\$349,231	Executive Dir.	\$57,457	<b>\$48,437</b>	2023
<a href="#">Mending Hearts Family Services Inc</a>	AZ	\$302,769	President & Ceo	\$41,768	<b>\$38,091</b>	2024
<a href="#">Northern Appalachian Teen Challenge Inc</a>	WV	\$352,762	Executive Director	\$52,000	<b>\$53,390</b>	2024
<a href="#">Horses &amp; Heroes Inc</a>	KS	\$352,786	Executive Director, Founder	\$33,653	<b>\$34,476</b>	2024
<a href="#">Life-giving Wounds Corporation</a>	MD	\$352,796	President/chairman	\$103,995	<b>\$92,196</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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** 131 organizations. Compensation range \$2,243–\$234,410; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$326,549); for reference, expenses \$261,237 and assets \$224,514.

<b>ROLE MATCH</b>	Ann Madison, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	6 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	<b>31<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>30<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>34<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>29<sup>th</sup></b>

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 (Ann Madison) 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 131 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,500 is reasonable (approximately the 31<sup>st</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.