

# Living Amends

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Sharon Sauer, Executive Director / CEO** (\$54,211) against **every comparable organization** that fit the selection criteria — **584** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

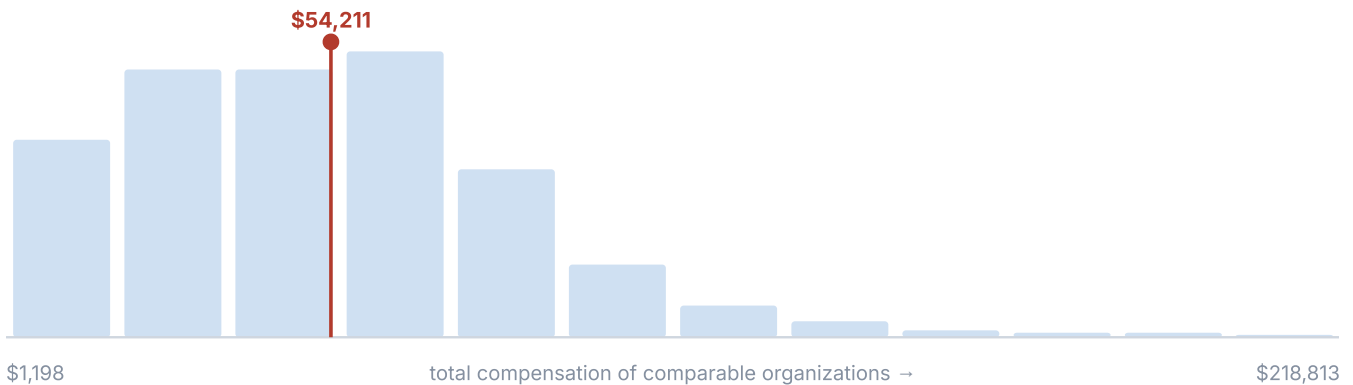
**Benchmarked executive:** Sharon Sauer — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F50).
BUDGET	Total revenue between \$157,259 and \$352,074 — 0.67x to 1.50x the subject's \$234,716 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**584** organizations qualified on sector, size, and geography → **584** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,853	\$28,623	\$49,657	\$71,627	\$93,374	<b>\$54,211</b>
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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
<a href="#">Boone County Prevention &amp;</a>	IA	\$234,876	Executive Dir.	\$57,132	<b>\$64,384</b>	2023
<a href="#">Mary Cameron Robinson Foundation</a>	TN	\$234,438	Executive Director	\$66,720	<b>\$70,110</b>	2024
<a href="#">Voices Of Problem Gambling Recovery</a>	OR	\$234,408	Executive Di	\$92,693	<b>\$86,053</b>	2024
<a href="#">DeKalb County Mental Retardation Board</a>	AL	\$234,359	Executive Director	\$64,615	<b>\$69,784</b>	2024
<a href="#">Oasis Clubhouse Inc</a>	OK	\$234,012	Executive Director	\$45,096	<b>\$48,362</b>	2025
<a href="#">Community Improvement Associates</a>	NH	\$235,476	Employee Representative	\$33,500	<b>\$30,923</b>	2024
<a href="#">Oasis Housing Inc</a>	UT	\$233,936	Admin Assistant	\$4,501	<b>\$4,741</b>	2023
<a href="#">Broward County Intergroup Inc</a>	FL	\$233,902	Executive Dir.	\$66,634	<b>\$62,578</b>	2024
<a href="#">Five 14 Revolution Inc</a>	NC	\$233,893	President & Ceo	\$25,000	<b>\$26,586</b>	2023
<a href="#">Western Wellness Foundation Inc</a>	ND	\$233,635	Executive Director	\$79,095	<b>\$89,335</b>	2023
<a href="#">Teton Valley Mental Health</a>	ID	\$233,570	Executive Di	\$72,659	<b>\$77,270</b>	2024
<a href="#">East Bay Mens Recovery Center</a>	CA	\$233,558	Executive Director	\$63,767	<b>\$55,046</b>	2024
<a href="#">Nami Of Washington County Inc</a>	WI	\$236,311	Executive Di	\$65,000	<b>\$67,863</b>	2024
<a href="#">Heart Tones Inc</a>	TX	\$232,702	President	\$71,334	<b>\$73,441</b>	2023
<a href="#">Gateway Of Hope Addiction</a>	NC	\$237,497	President	\$46,667	<b>\$48,204</b>	2024
<a href="#">Cortez Addictions Recovery Services Inc</a>	CO	\$237,614	Executive Dir.	\$3,312	<b>\$3,175</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Council On Alcoholism Lord Fairfax</a>	VA	\$231,687	Executive Director	\$60,492	<b>\$58,389</b>	2024
<a href="#">Nami Yolo County</a>	CA	\$237,958	Executive Director	\$87,400	<b>\$77,675</b>	2023
<a href="#">The Carvel Club Inc</a>	IN	\$238,189	Executive Di	\$25,813	<b>\$28,016</b>	2023
<a href="#">Christian Clubhouse Ministries Inc</a>	FL	\$231,161	President	\$55,011	<b>\$51,663</b>	2024
<a href="#">The Samaritan Counseling Center Of</a>	GA	\$238,356	Executive Di	\$90,025	<b>\$90,490</b>	2024
<a href="#">Alaska Eating Disorders Alliance</a>	AK	\$231,015	Executive Dir.	\$75,514	<b>\$72,173</b>	2024
<a href="#">Azimuth Counseling And Therapeutic Services Inc</a>	VT	\$230,623	Executive Director	\$12,500	<b>\$12,254</b>	2025
<a href="#">Contact Of Ocean And Monmouth Inc</a>	NJ	\$239,254	Executive Dir.	\$55,929	<b>\$49,920</b>	2024
<a href="#">Miriam House</a>	TN	\$239,287	Executive Director	\$8,400	<b>\$9,087</b>	2023

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **584** organizations. Compensation range \$1,198–\$218,813; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$234,716); for reference, expenses \$245,820 and assets \$688.

ROLE MATCH Sharon Sauer, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	53 <sup>rd</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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 (Sharon Sauer) 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 584 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,211 is reasonable (approximately the 54<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.