

Arise Addiction Recovery Inc

Executive Director / CEO

EIN 475580418
 ME · NTEE F20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Paul Trovarello, Executive Director / CEO** (\$55,120) against **every comparable organization** that fit the selection criteria — **134** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

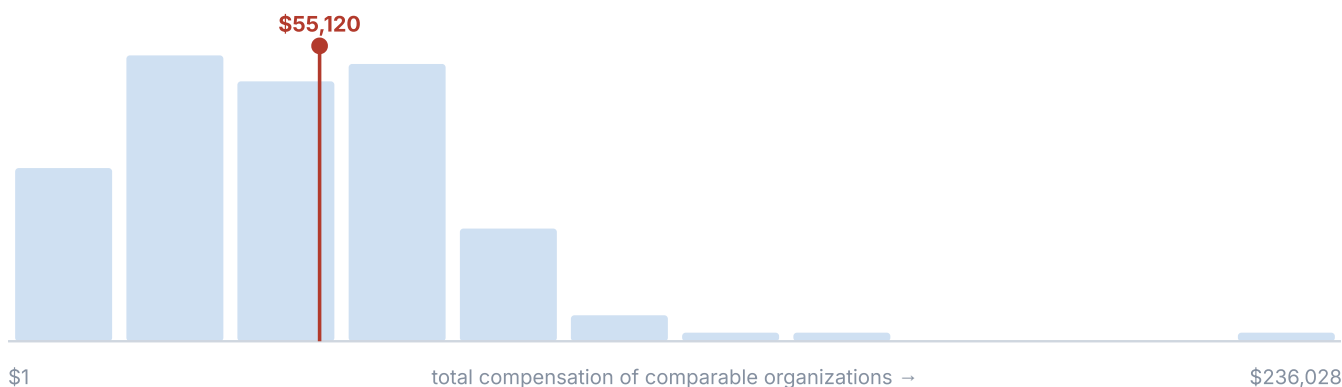
Benchmarked executive: Paul Trovarello — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$202,876 and \$454,200 — 0.67x to 1.50x the subject's \$302,800 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

134 organizations qualified on sector, size, and geography → **134** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,906	\$30,097	\$49,549	\$67,428	\$85,099	\$55,120
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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 ME 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
Greater Spokane Substance Abuse Council	WA	\$303,768	Executive Director	\$79,132	\$72,842	2023
Mstepp Inc	AZ	\$301,816	Program Director	\$91,678	\$85,781	2025
Go The Distance	OR	\$301,000	Executive Director	\$67,061	\$64,030	2023
Miami Recovery Project Inc	FL	\$297,774	Executive Di	\$70,000	\$65,671	2024
New Hope Philly Inc	PA	\$296,738	Executive Director	\$64,971	\$64,704	2024
Still Worthy Inc	SC	\$295,655	Co-founder	\$13,790	\$14,791	2023
Decatur Prevention Initiative Inc	GA	\$295,167	Executive Director	\$98,998	\$102,344	2023
Good Samaritans Of San Diego	CA	\$311,063	Director	\$52,000	\$44,842	2024
Anything Helps	MN	\$294,114	Executive Director	\$16,808	\$16,586	2024
Recovery Cafe Dc	DC	\$313,362	Ceo/board Secretary	\$60,000	\$52,581	2024
Schoharie County Council On Alcohol And	NY	\$315,674	Executive Dir.	\$27,000	\$24,365	2024
Lifeline Rehabilitation And Prevention Center	CA	\$315,877	Case Manager	\$24,358	\$21,005	2024
Mountain High Recovery Center	CA	\$288,063	Executive Dir.	\$39,236	\$33,835	2024
Abw Inc	OH	\$287,580	Ceo	\$32,936	\$34,838	2024
Standing Strong Inc	MD	\$286,743	Ceo	\$1,950	\$1,875	2023
A Way Forward Inc	CO	\$286,064	Executive Dir.	\$40,334	\$38,624	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Unicoi County Prevention Coalition Inc	TN	\$322,089	Director	\$57,183	\$60,027	2024
Lotus Recovery Homes Inc	WI	\$323,079	Executive Director	\$52,291	\$56,149	2023
Trinity Counseling Center Of Florida Inc	FL	\$281,074	Ceo	\$17,177	\$16,115	2024
Darjune Foundation Inc	WI	\$324,627	President	\$17,380	\$18,127	2024
Rose Garden Recovery Community Inc	IN	\$279,654	Executive Dir.	\$28,408	\$29,918	2024
Freedom Center	MS	\$279,581	Executive Di	\$13,000	\$14,459	2024
Clay Student Leadership Inc	TX	\$279,317	President	\$15,833	\$15,817	2024
American Society Of Addiction Medicine	WI	\$277,418	Member	\$7,245	\$7,556	2024
Angels In Flight Recovery Center	GA	\$277,363	President	\$41,600	\$41,772	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 134 organizations. Compensation range \$1–\$236,028; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$302,800); for reference, expenses \$306,290 and assets \$402,860.

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

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	55 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	54 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 (Paul Trovarello) 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 134 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,120 is reasonable (approximately the 55th 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.