

National Association Of County Behavioral Health & Developmental (Nacbhdd)

Executive Director / CEO

EIN 522128967
 DC · NTEE F03
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Jonah Cunningham, Executive Director / CEO** (\$180,452) against **every comparable organization** that fit the selection criteria — **837** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

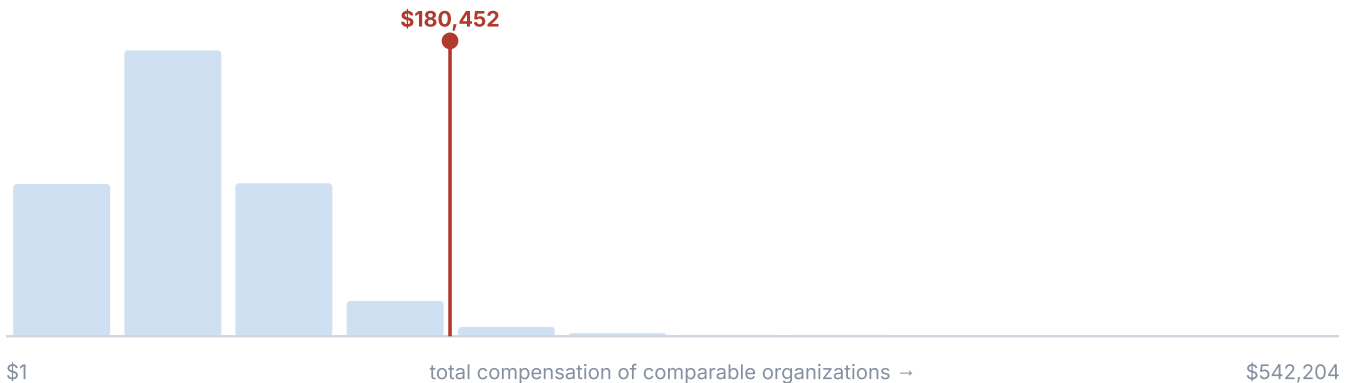
Benchmarked executive: Jonah Cunningham — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

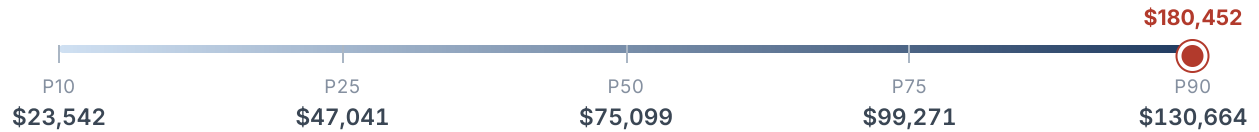
SECTOR	Organizations sharing the subject's NTEE classification (F03).
BUDGET	Total revenue between \$320,410 and \$717,336 — 0.67x to 1.50x the subject's \$478,224 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

837 organizations qualified on sector, size, and geography → **837** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,542 10TH	\$47,041 25TH	\$75,099 MEDIAN	\$99,271 75TH	\$130,664 90TH	\$180,452 THIS ORG · 97TH
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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 DC 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
Hope Mommies Inc	TX	\$477,583	Executive Di	\$43,688	\$48,372	2024
Vocal Inc	VA	\$479,237	Ex. Director	\$81,469	\$84,824	2025
Pickens County Advocacy Center Inc	SC	\$477,140	Executive Director	\$65,219	\$75,311	2024
Overflow Foundation Inc	SC	\$476,049	Executive Director	\$21,029	\$24,283	2024
Forensic Mental Health Association	CA	\$476,044	Executive Dir.	\$107,961	\$106,235	2023
A Haven	PA	\$480,443	Exofficio	\$34,515	\$37,116	2025
National Asian Pac Am Fam Allied For	CA	\$475,903	Executive Dir.	\$118,409	\$113,173	2024
One World Recovery Network	TX	\$475,740	Chief Executive Officer	\$31,818	\$35,229	2024
Porter County Substance Abuse Council	IN	\$480,751	Executive Director/ceo	\$91,900	\$110,439	2023
Kanawha Valley Fellowship Home Inc	WV	\$480,927	Executive Director	\$58,738	\$72,474	2023
Wisconsin Council On Problem	WI	\$481,058	Exec. Director	\$107,682	\$121,269	2025
Guardian Hills Veterans Healing Center	MO	\$481,297	Executive Director	\$41,667	\$48,849	2024
Key Bridge Inc	FL	\$481,903	President	\$168,000	\$179,849	2023
Massachusetts Alliance For Sober Housing Inc	MA	\$481,940	Treasurer	\$4,500	\$4,608	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Samaritan Center At The Jersey	NJ	\$482,373	Executive Di	\$75,000	\$76,309	2023
Morgan Behavioral Health Choices	OH	\$483,105	Executive Di	\$50,963	\$61,511	2023
Truth Pharm Inc	NY	\$483,136	Executive Director	\$71,455	\$71,469	2024
Community Support Group	PA	\$483,238	President	\$47,982	\$51,598	2025
Cobb Community Alliance To Prevent	GA	\$473,070	Executive Director	\$56,000	\$64,165	2023
50 Mile March Foundation Inc	NE	\$483,581	Executive Director	\$33,333	\$40,855	2023
Mission House Ministry	WA	\$483,616	Board Member - Mentoring	\$54,146	\$53,658	2024
Mid-valley Fellowship	OR	\$483,781	Executive Dir.	\$37,921	\$38,979	2024
Turning Point Evaluation Inc	IA	\$483,893	Member	\$93,575	\$113,408	2024
Be A Part Of The Conversation	PA	\$472,441	Executive Di	\$72,504	\$82,394	2023
Christian Counseling Ministries Westernnewyork Inc	NY	\$484,037	Executive Director	\$83,206	\$85,681	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC cost of living and 2023 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 DC 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 837 organizations. Compensation range \$1–\$542,204; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$478,224); for reference, expenses \$398,977 and assets \$464,441.

ROLE MATCH	Jonah Cunningham, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	54 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	97 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	93 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 (Jonah Cunningham) 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 13, 2026, comparing compensation against 837 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$180,452 is reasonable (approximately the 97th 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 13, 2026.