

Council On Alcoholism Lord Fairfax

Executive Director / CEO

EIN 540988956

VA · NTEE F34Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Porter, Executive Director / CEO** (\$60,492) against **every comparable organization** that fit the selection criteria — **575** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

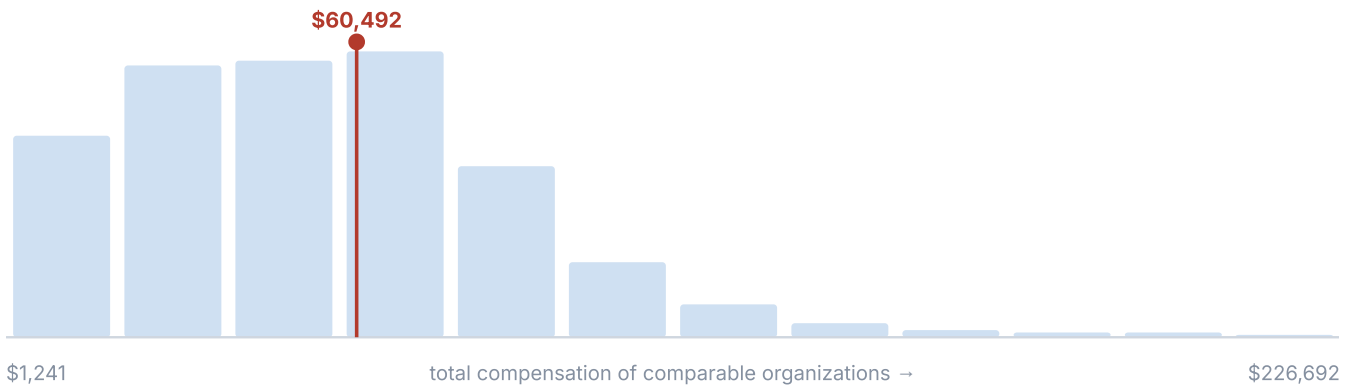
Benchmarked executive: David Porter — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

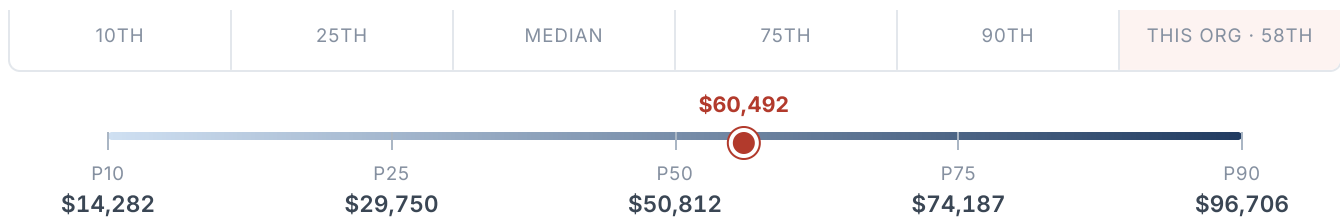
SECTOR	Organizations sharing the subject's NTEE classification (F34Z).
BUDGET	Total revenue between \$155,230 and \$347,530 — 0.67x to 1.50x the subject's \$231,687 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

575 organizations qualified on sector, size, and geography → **575** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,282	\$29,750	\$50,812	\$74,187	\$96,706	\$60,492
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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 VA 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
Christian Clubhouse Ministries Inc	FL	\$231,161	President	\$55,011	\$53,523	2024
Alaska Eating Disorders Alliance	AK	\$231,015	Executive Dir.	\$75,514	\$74,771	2024
Heart Tones Inc	TX	\$232,702	President	\$71,334	\$76,085	2023
Azimuth Counseling And Therapeutic Services Inc	VT	\$230,623	Executive Director	\$12,500	\$12,695	2025
Montreux Management Corporation	PA	\$230,000	President	\$43,401	\$44,825	2024
East Bay Mens Recovery Center	CA	\$233,558	Executive Director	\$63,767	\$57,028	2024
Teton Valley Mental Health	ID	\$233,570	Executive Di	\$72,659	\$80,052	2024
Western Wellness Foundation Inc	ND	\$233,635	Executive Director	\$79,095	\$92,552	2023
Theres Still Hope	FL	\$229,616	Ceo	\$76,231	\$74,169	2024
Five 14 Revolution Inc	NC	\$233,893	President & Ceo	\$25,000	\$27,543	2023
Broward County Intergroup Inc	FL	\$233,902	Executive Dir.	\$66,634	\$64,831	2024
Kiflaorg Inc	NY	\$229,470	Chief Science Officer	\$65,744	\$63,346	2023
Oasis Housing Inc	UT	\$233,936	Admin Assistant	\$4,501	\$4,912	2023
Grof Legacy Project Usa	NM	\$229,366	Executive Director	\$21,962	\$25,187	2023
Oasis Clubhouse Inc	OK	\$234,012	Executive Director	\$45,096	\$50,104	2025
Butler Behavioral Health Properties	OH	\$229,149	Ceo	\$33,771	\$37,045	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
DeKalb County Mental Retardation Board	AL	\$234,359	Executive Director	\$64,615	\$72,297	2024
Voices Of Problem Gambling Recovery	OR	\$234,408	Executive Di	\$92,693	\$89,152	2024
Mary Cameron Robinson Foundation	TN	\$234,438	Executive Director	\$66,720	\$72,635	2024
Living Amends	TX	\$234,716	Executive Director	\$54,211	\$56,163	2024
Boone County Prevention &	IA	\$234,876	Executive Dir.	\$57,132	\$66,702	2023
110 Inc	MA	\$228,430	President	\$65,000	\$60,494	2024
Community Improvement Associates	NH	\$235,476	Employee Representative	\$33,500	\$32,037	2024
Your Neighborhood Clinic	DC	\$227,700	Psychological Associate	\$65,771	\$59,776	2024
Counseling Center Of Highlands	NC	\$227,552	Executive Director	\$35,299	\$37,775	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 575 organizations. Compensation range \$1,241–\$226,692; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$231,687); for reference, expenses \$237,504 and assets \$238,476.

ROLE MATCH David Porter, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 38 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	58 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	53 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 (David Porter) 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 575 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,492 is reasonable (approximately the 58th 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.