

# The Mental Health Association

Executive Director / CEO

EIN 560776248  
 NC · NTEE F80Z  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Andy Hagler, Executive Director / CEO** (\$87,185) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

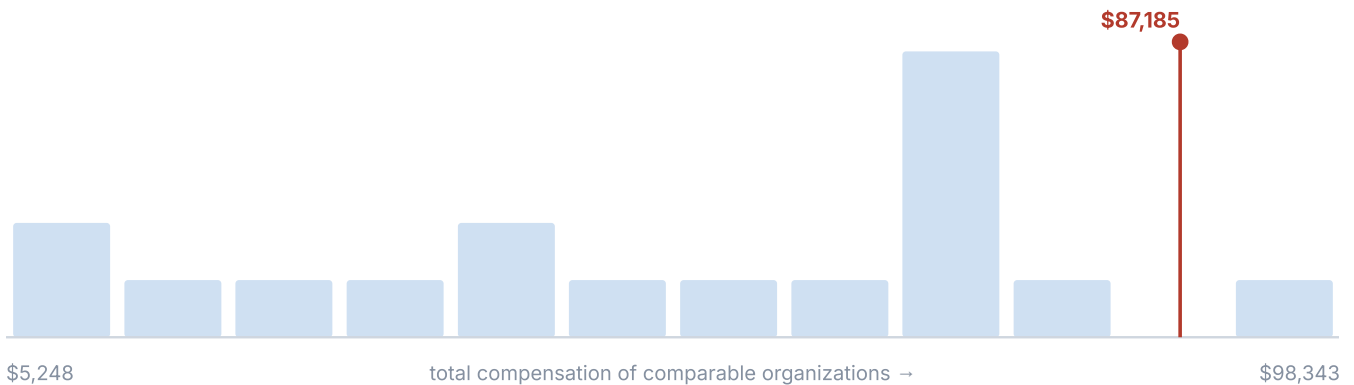
**Benchmarked executive:** Andy Hagler — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F80Z).
BUDGET	Total revenue between \$132,670 and \$297,024 — 0.67x to 1.50x the subject's \$198,016 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F80), nationwide + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,326	\$33,827	\$52,824	\$69,346	\$77,534	<b>\$87,185</b>
----------	----------	----------	----------	----------	-----------------



## ● 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 NC 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="#">Phoenix Rising Therapy Center</a>	NV	\$189,488	President	\$25,646	<b>\$25,538</b>	2024
<a href="#">Advocacy Choices And Empowerment Inc</a>	OH	\$207,630	Executive Director	\$64,760	<b>\$68,138</b>	2024
<a href="#">Black Mental Health Village</a>	TN	\$209,294	Executive Dir.	\$13,462	<b>\$14,472</b>	2023
<a href="#">Nami Lorain County</a>	OH	\$212,543	Executive Director	\$64,346	<b>\$67,703</b>	2024
<a href="#">Kings View Foundation</a>	CA	\$175,709	Ceo	\$5,943	<b>\$5,248</b>	2023
<a href="#">Anchor International</a>	CO	\$173,676	Executive Director	\$49,400	<b>\$47,056</b>	2024
<a href="#">Building Recovery Integrity Dedication</a>	GA	\$223,417	Exec. Dir./ceo	\$52,885	<b>\$52,824</b>	2024
<a href="#">The Center For Reintegration</a>	NY	\$166,063	Executive Director	\$12,560	<b>\$11,608</b>	2023
<a href="#">DeKalb County Mental Retardation Board</a>	AL	\$234,359	Executive Director	\$64,615	<b>\$69,346</b>	2024
<a href="#">Smiles For Jake</a>	MN	\$161,163	Executive Di	\$83,861	<b>\$82,318</b>	2024
<a href="#">Mental Health Association In Michigan</a>	MI	\$148,275	President/ceo	\$95,910	<b>\$98,343</b>	2024
<a href="#">The Chas Foundation</a>	VA	\$141,748	Executive Di	\$45,867	<b>\$43,995</b>	2024
<a href="#">Amazing Grace Advocacy</a>	NC	\$254,651	Executive Di	\$69,341	<b>\$71,176</b>	2024
<a href="#">Mental Health Association Of Rhode</a>	RI	\$261,774	Executive Director	\$75,808	<b>\$74,345</b>	2023
<a href="#">Lighthouse Inc</a>	MD	\$264,244	Executive Director	\$68,488	<b>\$65,487</b>	2023
<a href="#">Resilience Education And Training Institute Inc</a>	FL	\$281,437	Chief Executive Officer	\$40,206	<b>\$38,630</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Conneaut Human Resources Council Inc</a>	OH	\$295,111	Executive Director	\$33,000	<b>\$33,827</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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 NC 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	17 organizations. Compensation range \$5,248–\$98,343; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$198,016); for reference, expenses \$262,378 and assets \$699,394.
ROLE MATCH	Andy Hagler, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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>94<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>94<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>88<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>88<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 (Andy Hagler) 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 17 similarly situated organizations (Same NTEE sector (F80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,185 is reasonable (approximately the 94<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.