

# Care Resources Inc

Executive Director / CEO

EIN 562219356  
 NC · NTEE F20  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Craig Willingham, Executive Director / CEO** (\$26,500) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

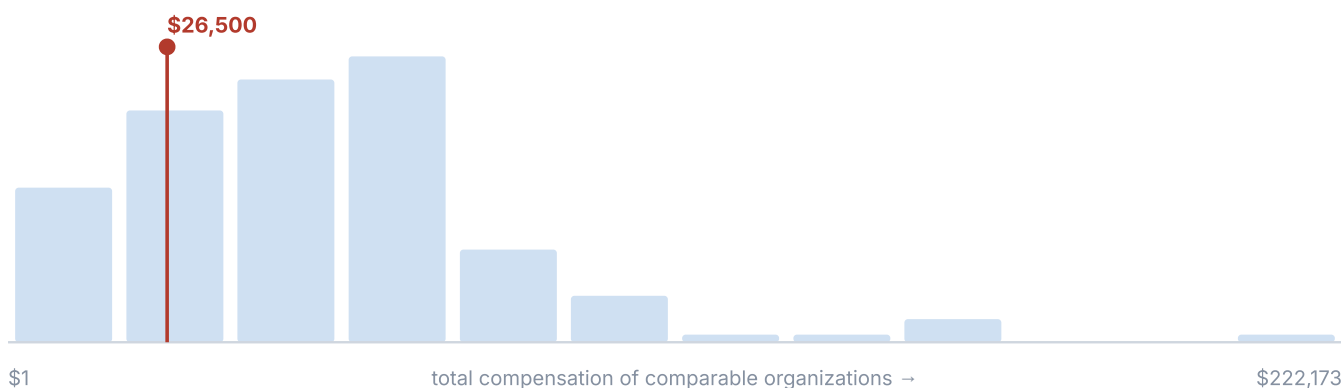
**Benchmarked executive:** Craig Willingham — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$257,187 and \$575,793 — 0.67x to 1.50x the subject's \$383,862 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

**145** organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,193	\$31,073	\$51,645	\$68,209	\$89,037	\$26,500
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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 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="#">Nick's Place Inc</a>	MD	\$388,231	Executive Director	\$85,852	<b>\$75,451</b>	2024
<a href="#">Claudias And Eddies Place Nfp</a>	IL	\$388,331	Director	\$104,000	<b>\$98,952</b>	2023
<a href="#">Oregon Mind Body Institute</a>	OR	\$388,883	Executive Di	\$83,015	<b>\$72,470</b>	2024
<a href="#">A Peace Of Mind SI Corporation</a>	CA	\$377,191	President	\$64,800	<b>\$52,600</b>	2024
<a href="#">Student Leadership Services Inc</a>	MI	\$393,634	Executive Di	\$70,298	<b>\$68,209</b>	2024
<a href="#">Guilford County Solution To The</a>	NC	\$394,014	President And Executive Director	\$37,500	<b>\$35,485</b>	2025
<a href="#">Choice Recovery Coaching Inc</a>	MA	\$373,136	Alves	\$46,800	<b>\$39,533</b>	2024
<a href="#">Drug Free Marion County</a>	IN	\$372,229	Executive Director	\$88,250	<b>\$90,069</b>	2023
<a href="#">Stepping Stones Behavioral Health</a>	MT	\$372,199	Executive Dir.	\$36,400	<b>\$37,974</b>	2023
<a href="#">Serenity Consultants Inc</a>	OH	\$395,700	Executive Di	\$29,409	<b>\$30,146</b>	2023
<a href="#">Western Maine Addiction Recovery Initiative</a>	ME	\$369,918	Executive Director	\$62,060	<b>\$60,143</b>	2023
<a href="#">San Francisco Drug Users Union</a>	CA	\$368,545	Executive Dir.	\$37,500	<b>\$30,440</b>	2024
<a href="#">Love And Respect Community For Recovery And Wellness Inc</a>	NC	\$365,288	Executive Director	\$69,712	<b>\$67,712</b>	2024
<a href="#">Seekhealing</a>	NC	\$403,756	Executive Director	\$51,337	<b>\$49,864</b>	2024
<a href="#">Community Resources United To Stop</a>	IA	\$406,780	Executive Director	\$67,664	<b>\$69,646</b>	2024
<a href="#">Alcohol &amp; Addictions Resource</a>	IN	\$406,834	Executive Di	\$60,000	<b>\$59,480</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Edna's Circle</a>	IL	\$407,363	Executive Director	\$21,340	<b>\$19,722</b>	2024
<a href="#">New Hampshire Lawyers Assistance Program</a>	NH	\$359,591	Executive Director	\$103,200	<b>\$89,577</b>	2024
<a href="#">Ccb Foundation Inc</a>	MA	\$359,345	Treasurer	\$1	<b>\$1</b>	2024
<a href="#">Louisville Recovery Community Connections Inc</a>	KY	\$409,278	Executive Director	\$70,000	<b>\$70,697</b>	2024
<a href="#">Recover Houses Of Rochester Inc</a>	NY	\$357,174	Chairman	\$55,200	<b>\$46,889</b>	2024
<a href="#">The Shepherd's Way Christian Ministries Inc</a>	IN	\$411,659	Executive Director	\$22,608	<b>\$23,074</b>	2023
<a href="#">Sower Organization</a>	IL	\$412,590	President	\$110,750	<b>\$102,352</b>	2024
<a href="#">Phatt Chance Community Services</a>	CA	\$414,888	President	\$20,804	<b>\$17,386</b>	2023
<a href="#">Calibrate A Non Profit Corporation</a>	CA	\$351,799	Executive Director	\$22,800	<b>\$18,030</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 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 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** 145 organizations. Compensation range \$1–\$222,173; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$383,862); for reference, expenses \$376,969 and assets \$430,536.

**ROLE MATCH** Craig Willingham, reported title *"DIRECTOR"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

**board should confirm this is a comparable role.**

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	23 <sup>rd</sup>
All sources (D + E + F), adjusted	21 <sup>st</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 (Craig Willingham) 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 145 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,500 is reasonable (approximately the 21<sup>st</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.