

Unity Hall

Executive Director / CEO

This analysis benchmarks the total compensation of **Deanna Allen, Executive Director / CEO** (\$112,628) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

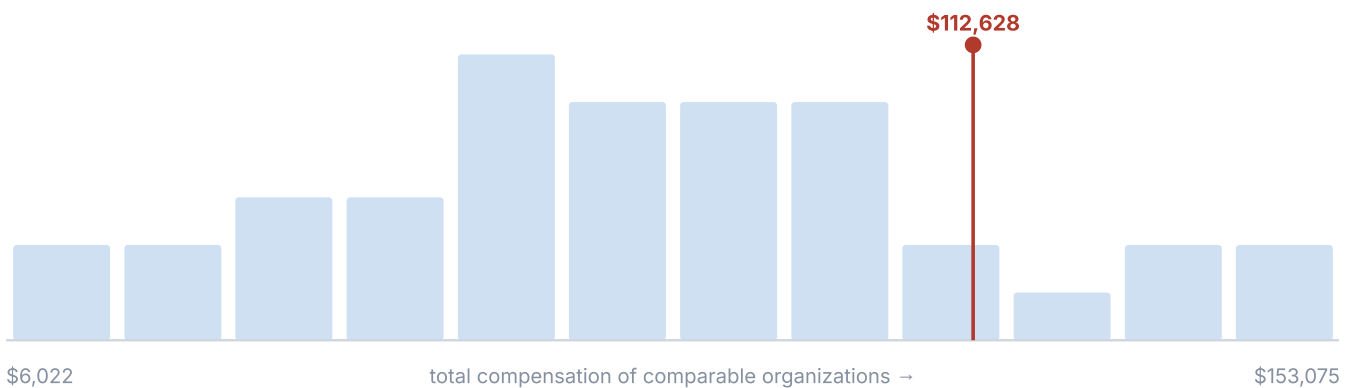
Benchmarked executive: Deanna Allen — reported title “CHAIRPERSON”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F99).
BUDGET	Total revenue between \$184,798 and \$413,728 — 0.67x to 1.50x the subject's \$275,819 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F99), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,818	\$51,829	\$74,559	\$95,387	\$120,991	\$112,628
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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 CA 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
Lower Shore Friends Inc	MD	\$277,577	Executive Director	\$64,911	\$70,279	2023
Intouch Outreach Resource Ctr	IN	\$280,000	Executive Director For Programs	\$108,000	\$131,896	2023
Healing Hoofbeats Of Ct Inc	CT	\$271,558	Executive Director	\$78,000	\$84,694	2023
Dmax Foundation	PA	\$269,972	Executive Di	\$100,719	\$116,318	2023
Mental Health Services Of Snohomish	WA	\$283,668	President/ceo, Compass Health	\$29,848	\$30,060	2024
Itp International	CA	\$284,778	President	\$86,742	\$86,742	2023
Operation Happy Nurse	VA	\$286,417	Founder/principal Officer	\$39,000	\$43,609	2023
Intentions	NC	\$289,140	Director	\$30,000	\$35,898	2023
Mental Health News Education Inc	MA	\$290,736	Executive Di	\$103,219	\$101,645	2025
How To Read Your Baby	CO	\$295,443	Executive Director	\$88,620	\$95,586	2024
The Ark Foundation	CA	\$297,592	President	\$62,219	\$60,434	2024
First Aid Arts	WA	\$304,007	Board Member	\$62,694	\$65,003	2023
Free To Smile Foundation Inc	OH	\$305,209	Executive Director	\$120,260	\$143,277	2024
Alliance180 Inc	NY	\$306,877	Founder And Director	\$48,461	\$50,713	2023
Made Of Millions Foundation Inc	NY	\$242,670	Executive Director/chair Of The Board	\$29,073	\$29,551	2024
Breaking The Silence New Mexico	NM	\$309,573	Executive Dir.	\$63,057	\$76,289	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Employee Assistance Program Of Warren	NY	\$312,220	Executive Dir. Effective	\$108,890	\$113,950	2023
California Chaplain Corps	CA	\$313,397	Exec. Director	\$76,310	\$74,121	2024
Nami Yolo County	CA	\$237,958	Executive Director	\$87,400	\$87,400	2023
Faithbridge Portland	OR	\$320,862	President	\$129,162	\$138,908	2023
St Bernard Parish Adult Drug Court Inc	LA	\$324,421	Daigle	\$58,811	\$74,996	2023
Comeback Yoga	CO	\$325,609	Executive Director	\$106,420	\$114,784	2024
Teens4teens Help	CA	\$215,165	Co-founder	\$72,000	\$69,934	2024
The Mcclean Fletcher Center Inc	MS	\$212,869	Executive Director	\$51,827	\$63,256	2025
Arlee Rehabilitation Center	MT	\$209,898	Program Director	\$46,492	\$58,038	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	38 organizations. Compensation range \$6,022–\$153,075; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$275,819); for reference, expenses \$258,907 and assets \$19,589.
ROLE MATCH	Deanna Allen, reported title " <i>CHAIRPERSON</i> ", 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 2 peers 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	82 nd
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	79 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 (Deanna Allen) 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 38 similarly situated organizations (Same NTEE sector (F99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,628 is reasonable (approximately the 82nd 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.