

This analysis benchmarks the total compensation of **Freddy Morello, Executive Director / CEO** (\$89,731) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

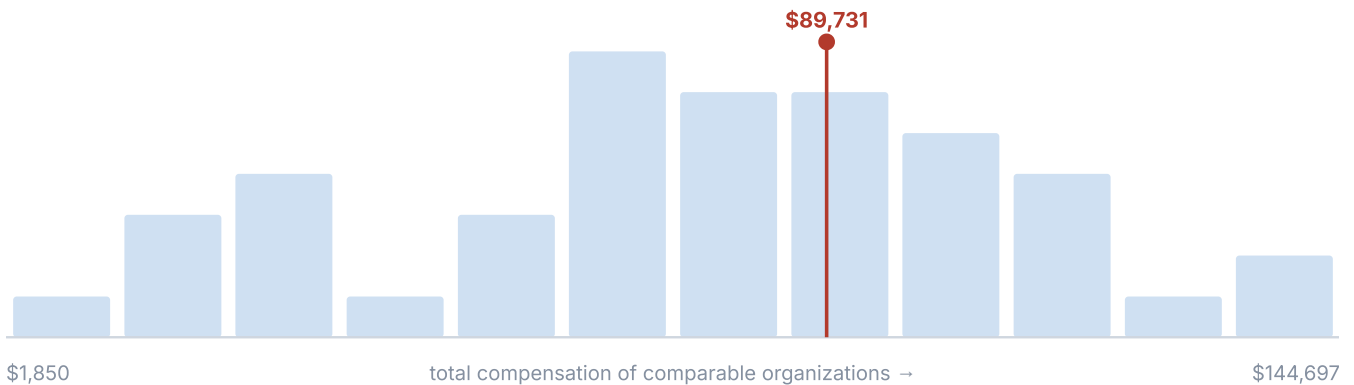
Benchmarked executive: Freddy Morello — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F80Z).
BUDGET	Total revenue between \$296,349 and \$663,469 — 0.67x to 1.50x the subject's \$442,313 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F80), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,077	\$59,381	\$80,036	\$99,475	\$117,170	\$89,731
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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 FL 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
Center For Youth Mental Health	CA	\$440,705	President	\$25,045	\$22,360	2024
Center For Psychotherapy Spirituality & Creativity	CA	\$462,221	Director And Founder	\$19,000	\$16,964	2024
Atron Foundation	VA	\$465,513	Chair	\$96,000	\$93,368	2025
Forensic Mental Health Association	CA	\$476,044	Executive Dir.	\$107,961	\$99,236	2023
Vocal Inc	VA	\$479,237	Ex. Director	\$81,469	\$79,236	2025
50 Mile March Foundation Inc	NE	\$483,581	Executive Director	\$33,333	\$38,163	2023
Mid-valley Fellowship	OR	\$483,781	Executive Dir.	\$37,921	\$36,411	2024
Christian Counseling Ministries Westernnewyork Inc	NY	\$484,037	Executive Director	\$83,206	\$80,036	2023
Athens Mental Health Inc	OH	\$386,065	Exec Directir	\$57,464	\$64,788	2023
National Alliance On Mental Illness Wood County	OH	\$504,160	Executive Director	\$57,649	\$63,132	2024
Nami Rhode Island	RI	\$504,716	Executive Di	\$63,774	\$65,095	2023
The Yellow Tulip Project	ME	\$366,033	Director	\$1,736	\$1,850	2023
Nami Will-grundy	IL	\$363,859	Executive Director	\$28,846	\$29,321	2024
The Massachusetts Mental Health	MA	\$527,368	Exec. Dir.	\$60,210	\$57,595	2023
American Friends Of Shalvat Chayim Inc	NY	\$356,147	President	\$80,500	\$75,211	2024
The Arc Of Lancaster County	PA	\$351,137	Executive Director	\$49,846	\$50,071	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nami Illinois Inc	IL	\$538,830	Executive Director	\$134,756	\$141,024	2023
Sapientia Initiative Inc	NY	\$345,725	Executive Dir.	\$72,681	\$67,906	2024
National Alliance On Mental Illness Of Vermont Inc	VT	\$541,034	Executive Director	\$103,241	\$107,442	2024
Nami Montana	MT	\$342,441	Executive Director	\$94,350	\$105,156	2024
North Carolina Infanthyong Child	NC	\$333,856	Executive Di	\$78,875	\$86,754	2023
Nami Davidson County Inc	TN	\$333,149	Executive Director	\$86,452	\$93,958	2024
Nami Broward County Inc	FL	\$331,789	Ceo	\$123,775	\$120,224	2024
Black Men Speak	CA	\$318,188	Executive Dir.	\$70,000	\$64,343	2023
Mental Health America Of Greater Dallas	TX	\$567,337	Executive Director	\$79,024	\$84,146	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	43 organizations. Compensation range \$1,850–\$144,697; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$442,313); for reference, expenses \$510,586 and assets \$347,607.
ROLE MATCH	Freddy Morello, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this 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	65 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	63 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 (Freddy Morello) 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 10, 2026, comparing compensation against 43 similarly situated organizations (Same NTEE sector (F80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,731 is reasonable (approximately the 65th 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 10, 2026.