

# Pyramid Recovery Center

Executive Director / CEO

EIN 621516299

TN · NTEE F20

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Coleman Thompson, Executive Director / CEO** (\$22,508) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Coleman Thompson — 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 (F20).

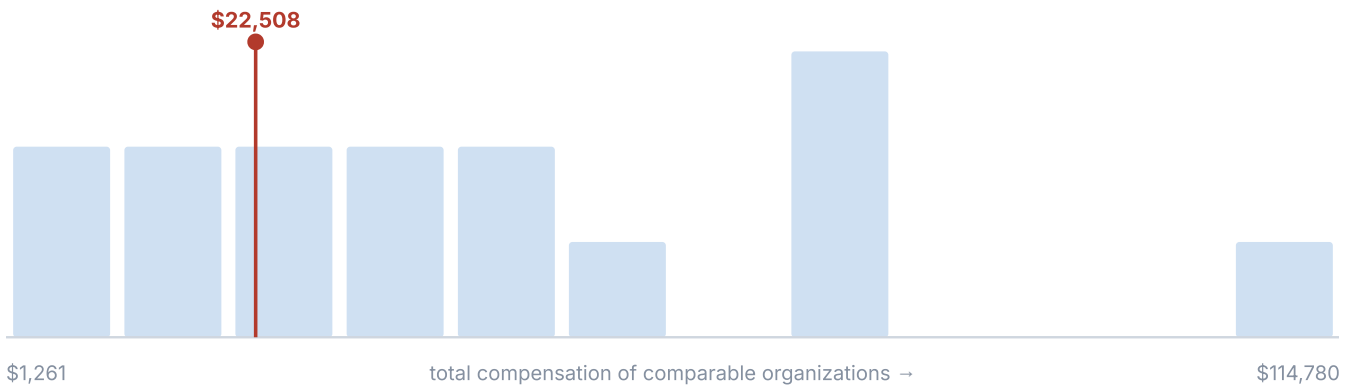
**BUDGET** Total revenue between \$60,017 and \$134,367 — 0.67x to 1.50x the subject's \$89,578 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,209	\$19,155	\$37,161	\$61,186	\$75,585	\$22,508
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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 TN 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="#">Foundations In Recovery Inc</a>	CA	\$91,231	Exec Director	\$90,250	<b>\$76,101</b>	2024
<a href="#">Mack Alive</a>	MI	\$84,506	Executive Director	\$15,000	<b>\$15,119</b>	2024
<a href="#">Speakup About Drugs</a>	AR	\$105,249	Executive Director	\$44,804	<b>\$49,179</b>	2024
<a href="#">Lakes Area Community Coalition</a>	MI	\$73,345	President	\$22,900	<b>\$23,082</b>	2024
<a href="#">Family And Children's Center Inc</a>	IN	\$108,817	Dir Of Bus -	\$36,085	<b>\$37,161</b>	2024
<a href="#">Behavioral Connections Of Wood County</a>	OH	\$66,839	President/ceo	\$44,493	<b>\$47,378</b>	2023
<a href="#">Strategies For Change</a>	CA	\$114,061	Director	\$38,295	<b>\$33,245</b>	2023
<a href="#">Florida Society Of Addiction Medicine</a>	FL	\$63,381	Administrator	\$21,703	<b>\$20,497</b>	2023
<a href="#">Cfc Loud N Clear Foundation Inc</a>	NJ	\$62,319	Executive Director	\$81,539	<b>\$73,192</b>	2023
<a href="#">My Own Home</a>	MI	\$61,510	Executive Director	\$5,228	<b>\$5,269</b>	2024
<a href="#">Above &amp; Beyond Care</a>	OH	\$124,516	Ceo	\$110,975	<b>\$114,780</b>	2024
<a href="#">Richmondwayne County Halfway House</a>	IN	\$127,551	Program Director	\$40,711	<b>\$41,924</b>	2024
<a href="#">Wings Of Hope Recovery Services</a>	OH	\$128,019	Director	\$72,332	<b>\$74,812</b>	2024
<a href="#">Alaska Therapeutic Court Alumni</a>	AK	\$129,360	Executive Di	\$1,350	<b>\$1,261</b>	2024
<a href="#">Seeds Of Faith</a>	AL	\$132,226	President	\$16,400	<b>\$17,812</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN cost of living and 2025 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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 TN 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

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PEER COUNT	15 organizations. Compensation range \$1,261–\$114,780; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$89,578); for reference, expenses \$70,453 and assets \$64,513.
ROLE MATCH	Coleman Thompson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	33 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	20 <sup>th</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

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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 (Coleman Thompson) 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 15 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,508 is reasonable (approximately the 33<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.