

Mississippi Council On Compulsive

Executive Director / CEO

EIN 640851101

MS · NTEE F54

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Betty Greer, Executive Director / CEO** (\$77,719) against **every comparable organization** that fit the selection criteria — **677** 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

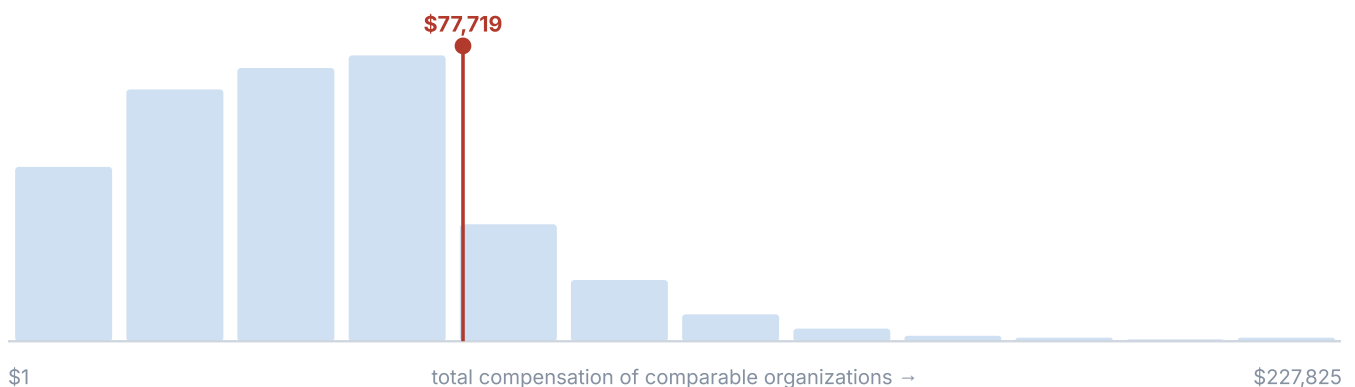
Benchmarked executive: Betty Greer — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F54).
BUDGET	Total revenue between \$184,582 and \$413,244 — 0.67x to 1.50x the subject's \$275,496 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

677 organizations qualified on sector, size, and geography → **677** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,241	\$29,033	\$50,545	\$69,633	\$93,510	\$77,719
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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 MS 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
Tyrrell County Inner Banks Hotline	NC	\$275,499	Secretary	\$70,259	\$65,182	2025
Three Trails Assessment & Resource	WY	\$275,377	Executive Dir.	\$41,766	\$41,218	2024
Sexual Assault Program Of Northern St Louis County	MN	\$275,675	Executive Director	\$93,982	\$85,587	2024
Ribbon Of Hope Inc	IN	\$275,691	Executive Director	\$78,124	\$75,929	2024
Unity Hall	CA	\$275,819	Chairperson	\$112,628	\$92,280	2023
Lexington Christian Counseling	SC	\$276,019	President	\$85,688	\$82,387	2024
The Shepherds Fold Ministry Inc	AR	\$276,142	Exec Director	\$56,012	\$59,739	2023
Connors Climb Foundation	NH	\$274,554	Executive Director	\$30,719	\$26,914	2023
Lets Be Clear Georgia Inc	GA	\$274,503	Executive Dir.	\$27,616	\$25,591	2024
Kylecares Inc	MA	\$276,528	President	\$10,000	\$8,282	2024
Rebel With A Cause Films	CO	\$276,545	President/executive Director	\$10,000	\$9,098	2023
Red Bird Ministries Inc	LA	\$274,356	Founder/pres	\$14,414	\$14,627	2024
Sexual Assault Services Inc	MN	\$274,069	Executive Di	\$63,120	\$59,179	2023
Community Caring Clinic Inc	MA	\$277,120	President	\$56,391	\$48,082	2023
Black Mental Health Oregon	OR	\$277,124	Executive Director President	\$143,750	\$126,666	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Angels In Flight Recovery Center	GA	\$277,363	President	\$41,600	\$38,550	2024
American Society Of Addiction Medicine	WI	\$277,418	Member	\$7,245	\$6,974	2024
Simple Living Inc	MA	\$273,430	Executive Di	\$62,400	\$51,679	2024
Lower Shore Friends Inc	MD	\$277,577	Executive Director	\$64,911	\$57,581	2023
Achieve Counseling & Wellness	AZ	\$273,313	President Executive Director	\$69,254	\$61,383	2024
Mental Health Association In	NY	\$272,755	Director	\$81,991	\$68,282	2024
Mississippi Harm Reduction Initiative	MS	\$272,586	Executive Director	\$39,423	\$40,466	2024
Contemporary Psychodynamic Institute Np	WA	\$271,989	Executive Director	\$13,750	\$11,681	2023
Concho Valley Biblical Counseling Center	TX	\$279,169	Director Of Operations	\$32,280	\$29,759	2024
Baltimore Intergroup Council Of Aa	MD	\$271,749	Administrator/special Worker	\$39,577	\$35,108	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 **677** organizations. Compensation range \$1–\$227,825; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$275,496); for reference, expenses \$251,815 and assets \$157,109.
ROLE MATCH	Betty Greer, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	82 nd
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	78 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 (Betty Greer) 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 677 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,719 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.