

# Deliver The Dream Inc

Executive Director / CEO

EIN 650881619

FL · NTEE F60

FY ending 2024-11-30

June 9, 2026

This analysis benchmarks the total compensation of **Maureen Kohler, Executive Director / CEO** (\$130,907) against **every comparable organization** that fit the selection criteria — **135** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

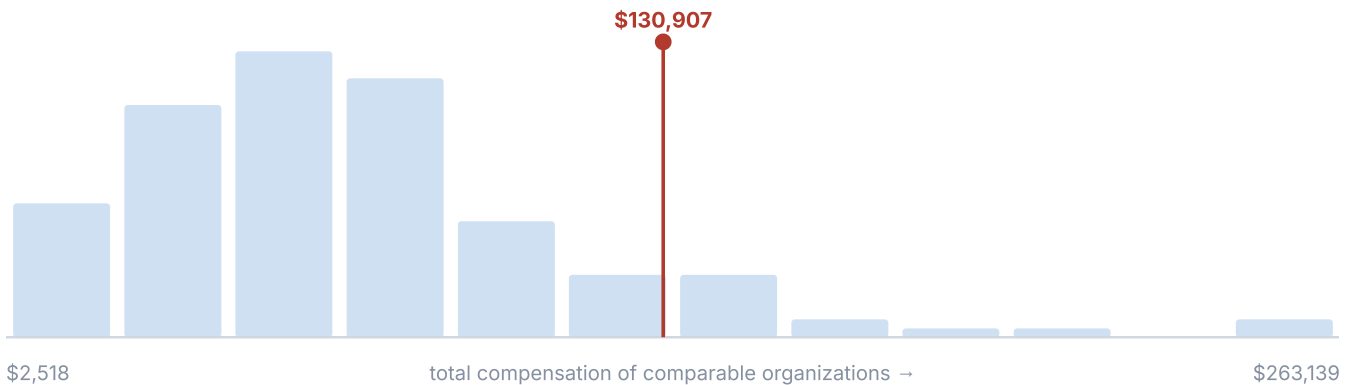
**Benchmarked executive:** Maureen Kohler — reported title “CEO/EXECUTIV”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$255,724 and \$572,518 — 0.67x to 1.50x the subject's \$381,679 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

**135** organizations qualified on sector, size, and geography → **135** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,118	\$40,303	\$63,889	\$88,308	\$128,476	\$130,907
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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
<a href="#">Thriving Families Counseling Services</a>	IA	\$381,561	Director	\$140,508	<b>\$159,546</b>	2025
<a href="#">Fighting Chance Inc</a>	NY	\$381,997	Chairman & Ceo	\$60,000	<b>\$57,714</b>	2024
<a href="#">Nami Wayne &amp; Holmes Counties</a>	OH	\$380,782	Executive Di	\$38,728	<b>\$44,954</b>	2023
<a href="#">House In The Woods Inc</a>	ME	\$380,477	Secretary/treas	\$14,968	<b>\$16,426</b>	2023
<a href="#">Companions On A Journey</a>	OH	\$378,239	Executive Di	\$45,750	<b>\$53,104</b>	2023
<a href="#">Veteran Resilience Project Inc</a>	MN	\$377,786	Vice Chair	\$2,325	<b>\$2,518</b>	2023
<a href="#">Concordia Counseling A Lutheran</a>	IN	\$388,692	Ceo	\$43,175	<b>\$48,467</b>	2024
<a href="#">Adams Purpose</a>	CO	\$390,518	Executive Director	\$31,254	<b>\$31,901</b>	2024
<a href="#">Wells Of Wholeness Inc</a>	GA	\$391,188	Executive Di	\$132,125	<b>\$141,416</b>	2024
<a href="#">Elevate North Texas</a>	TX	\$392,082	Executive Director	\$60,000	<b>\$63,889</b>	2024
<a href="#">The Moriah Foundation</a>	IL	\$370,540	Executive Director	\$134,325	<b>\$144,725</b>	2023
<a href="#">Life Focus Center Inc</a>	NJ	\$396,394	President	\$47,600	<b>\$45,240</b>	2024
<a href="#">Story House Ministries Inc</a>	IN	\$366,241	Executive Di	\$69,224	<b>\$80,004</b>	2023
<a href="#">Drums In Recovery Inc</a>	FL	\$397,477	President	\$183,200	<b>\$183,200</b>	2024
<a href="#">Mental Health Grace Alliance</a>	TX	\$397,742	President An	\$81,520	<b>\$86,804</b>	2024
<a href="#">Marriage Heritage Inc</a>	GA	\$364,732	Ceo & Secretary	\$144,000	<b>\$154,126</b>	2024
<a href="#">Marriage Mentors Inc</a>	TX	\$398,843	Ceo/president	\$138,334	<b>\$147,300</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Life Over Coffee</a>	SC	\$361,888	President	\$115,000	<b>\$131,482</b>	2023
<a href="#">Sanctuary Counseling Center</a>	TN	\$360,869	Executive Director	\$102,500	<b>\$114,689</b>	2024
<a href="#">Transforming Resources</a>	MN	\$360,142	Chairman & Ceo	\$122,850	<b>\$133,034</b>	2023
<a href="#">Healing Heroes Ministries</a>	MT	\$405,025	President	\$229,325	<b>\$263,139</b>	2024
<a href="#">Love And Respect Ministries Inc</a>	MI	\$405,717	President	\$224,820	<b>\$247,016</b>	2024
<a href="#">Common Ground A New Jersey</a>	NJ	\$356,725	Executive Di	\$80,000	<b>\$74,073</b>	2025
<a href="#">Fruit That Remains Inc</a>	AR	\$355,803	President/di	\$69,852	<b>\$83,580</b>	2024
<a href="#">Christopher Ministries Inc</a>	TN	\$354,194	Director	\$16,850	<b>\$19,411</b>	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 2024 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	135 organizations. Compensation range \$2,518–\$263,139; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$381,679); for reference, expenses \$721,685 and assets \$751,437. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Maureen Kohler, reported title " <i>CEO/EXECUTIV</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	87 <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

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 (Maureen Kohler) 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 135 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,907 is reasonable (approximately the 90<sup>th</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.