

Nine Gates Programs Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Deborah Jones, Executive Director / CEO** (\$34,000) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

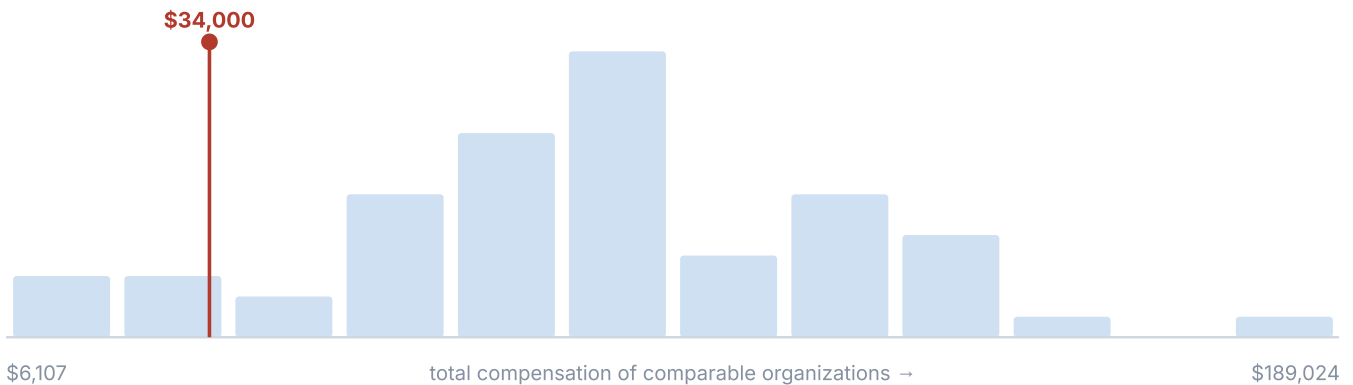
Benchmarked executive: Deborah Jones — reported title “Executive Direc”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F99).
BUDGET	Total revenue between \$267,612 and \$599,133 — 0.67× to 1.50× the subject's \$399,422 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F99), nationwide + budget 0.67–1.5× revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$40,525	\$65,003	\$84,694	\$112,628	\$132,560	\$34,000
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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
Beyond The Badge Inc	NY	\$391,052	Officer, Dir	\$11,195	\$11,379	2024
Empowerment Systems Inc	AZ	\$409,198	Ceo	\$137,441	\$153,075	2023
Kids Interdisciplinary Services Inc	NC	\$411,345	Executive Director	\$77,334	\$92,538	2023
National Alliance Of Mental Illness	PA	\$412,570	Executive Director	\$84,503	\$94,791	2024
Westchester Center For The Study Of	NY	\$416,610	Executive Director	\$7,250	\$7,369	2024
Hungry Hill Foundation	TX	\$418,031	President	\$90,002	\$104,262	2023
Heart Mind Haven	CO	\$418,577	Executive Dir.	\$113,000	\$125,481	2023
Living Free Inc	TN	\$377,574	President	\$85,304	\$98,261	2025
Erowid Center	CA	\$423,518	President	\$100,386	\$97,506	2024
Project Be Free A Nonprofit Corporation	WA	\$371,130	Executive Director (Co-founder)	\$53,216	\$55,176	2023
Warrionow	CO	\$427,810	Director	\$5,500	\$6,107	2023
The Healing Center	WA	\$428,859	Director	\$81,000	\$81,574	2024
Defenders For Children	SC	\$433,590	Ceo	\$46,790	\$54,908	2024
Nami Of Pennsylvania Montgomery County	PA	\$435,012	Executive Director	\$105,658	\$122,021	2023
Minds Matter	TN	\$435,084	Executive Director	\$25,620	\$29,512	2025
Ohio Victim Witness Association Inc	OH	\$438,569	Executive Director	\$70,013	\$83,412	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Taylor Hooton Foundation For Fighting	TX	\$439,466	President	\$115,289	\$133,555	2023
Maji Ya Chai Land Sanctuary	MN	\$440,159	Executive Dir.	\$86,250	\$95,866	2024
Progressive Recovery Outreach Inc	NC	\$442,980	Ceo	\$120,000	\$139,472	2024
Kevins Song A Nonprofit Community	MI	\$351,952	Executive Dir.	\$54,087	\$62,797	2024
Insight Treatment Program Inc	AL	\$350,179	Executive Di	\$67,192	\$81,653	2024
Greentree Peer Support Program	NC	\$452,730	Executive Di	\$58,000	\$67,412	2024
New Beginning Of Charleston Inc	SC	\$455,552	Program Coordinator	\$60,577	\$71,087	2024
Grace After Fire	TX	\$467,771	President & Ceo	\$75,000	\$84,390	2024
Detroit Youth Concert Choir And Performing Arts Company	MI	\$470,203	President	\$64,400	\$72,843	2025

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 57 organizations. Compensation range \$6,107–\$189,024; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$399,422); for reference, expenses \$441,600 and assets \$272,961.

ROLE MATCH Deborah Jones, reported title "*Executive Direc*", 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.
OUTLIERS	1 peer 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	9 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	7 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 (Deborah Jones) 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 57 similarly situated organizations (Same NTEE sector (F99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,000 is reasonable (approximately the 9th 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.