

Rape Counselors Of East Alabama Inc

Executive Director / CEO

EIN 721361050

AL · NTEE F42

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Vickie Dearing, Executive Director / CEO** (\$107,594) against **every comparable organization** that fit the selection criteria — **824** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

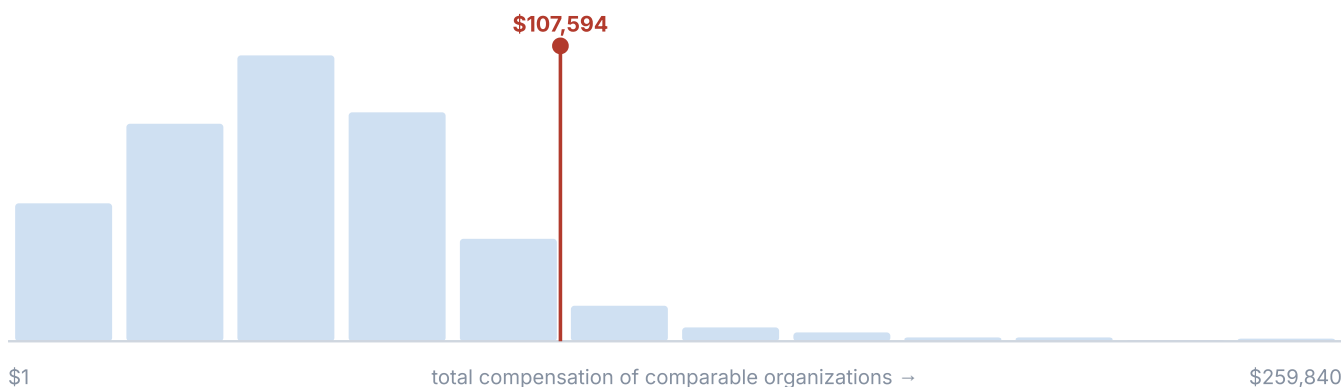
Benchmarked executive: Vickie Dearing — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F42).
BUDGET	Total revenue between \$266,469 and \$596,574 — 0.67x to 1.50x the subject's \$397,716 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

824 organizations qualified on sector, size, and geography → **824** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,666	\$33,885	\$56,108	\$75,477	\$99,407	\$107,594
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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 AL 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
Mental Health Grace Alliance	TX	\$397,742	President An	\$81,520	\$73,316	2024
Drums In Recovery Inc	FL	\$397,477	President	\$183,200	\$154,734	2024
The Barbara Stone Foundation	SC	\$397,466	Executive Director	\$81,000	\$74,016	2025
International Positive Psychology	MN	\$398,696	Executive Director (Until Feb)	\$46,179	\$41,025	2024
Marriage Mentors Inc	TX	\$398,843	Ceo/president	\$138,334	\$124,412	2024
Life Focus Center Inc	NJ	\$396,394	President	\$47,600	\$38,210	2024
Pueblo Rape Crisis Services Inc	CO	\$396,153	Executive Director	\$72,547	\$62,544	2024
Nine Gates Programs Inc	CA	\$399,422	Executive Direc	\$34,000	\$27,176	2023
Serenity Consultants Inc	OH	\$395,700	Executive Di	\$29,409	\$28,832	2023
Communities Confronting Substance Use &	NJ	\$400,942	President	\$22,846	\$18,881	2023
Guilford County Solution To The	NC	\$394,014	President And Executive Director	\$37,500	\$33,939	2025
Hope House li Inc	MA	\$401,569	President, Ceo	\$31,555	\$25,494	2024
Student Leadership Services Inc	MI	\$393,634	Executive Di	\$70,298	\$65,237	2024
Foundations A Place For Education And Recovery Inc	OH	\$402,190	Executive Director	\$61,000	\$59,804	2023
The Equus Effect Inc	CT	\$393,223	Executive Director/board M	\$31,665	\$26,694	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Safe And Healthy Duval Coalition	FL	\$402,469	Executive Di	\$112,513	\$97,837	2023
Dream Of Hattiesburg Inc	MS	\$402,862	Excutive Director	\$84,768	\$84,882	2024
With Hope The Amber Craig Memorial	CA	\$403,037	President	\$104,168	\$80,871	2024
Elevate North Texas	TX	\$392,082	Executive Director	\$60,000	\$53,962	2024
Necrotizing Enterocolitis Nec Society	CA	\$403,447	Executive Director	\$65,875	\$51,143	2024
Electric City Counseling	PA	\$403,486	President/ceo	\$101,105	\$90,650	2024
Cross Roads Recovery Ministries	GA	\$403,494	President	\$70,602	\$63,825	2024
Partnership For A Drug Free Community Inc	AL	\$391,838	Executive Director	\$59,301	\$57,600	2024
Seekhealing	NC	\$403,756	Executive Director	\$51,337	\$47,691	2024
Indian Neighborhood Club On	MN	\$403,878	Executive Dir.	\$94,996	\$84,394	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 **824** organizations. Compensation range \$1–\$259,840; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$397,716); for reference, expenses \$374,565 and assets \$199,942.

ROLE MATCH	Vickie Dearing, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	93 rd
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	88 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 (Vickie Dearing) 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 824 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$107,594 is reasonable (approximately the 93rd 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.