

# Ohio Valley Recovery Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Mary Hess, Executive Director / CEO** (\$44,873) against **every comparable organization** that fit the selection criteria — **310** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65<sup>th</sup>** percentile of comparable organizations within the typical range

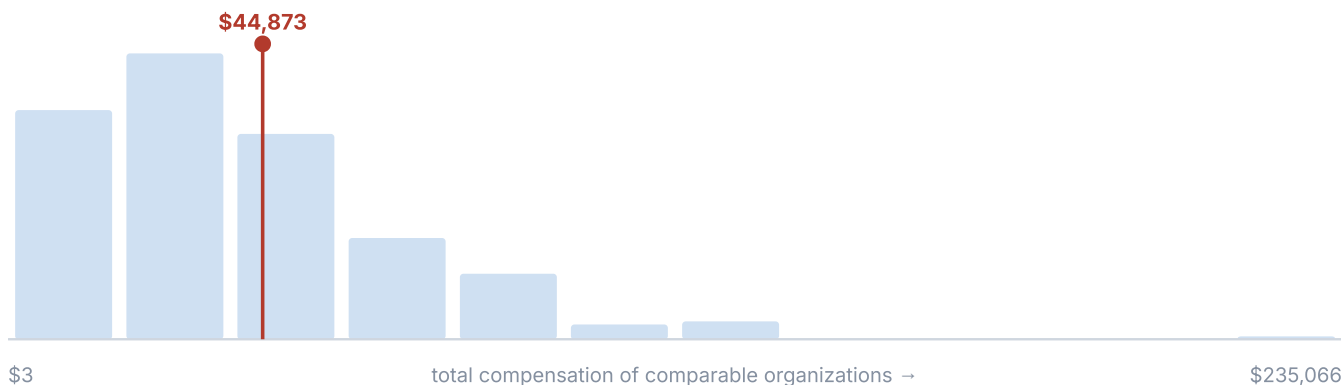
**Benchmarked executive:** Mary Hess — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$92,352 and \$206,758 — 0.67x to 1.50x the subject's \$137,839 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**310** organizations qualified on sector, size, and geography → **310** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,718	\$19,654	\$35,428	\$56,071	\$80,422	\$44,873
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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 WV 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="#">Nova Principles Foundation</a>	UT	\$137,965	Executive Director	\$44,554	<b>\$42,115</b>	2024
<a href="#">The Caritas Foundation</a>	CA	\$137,500	Chief Operating Officer	\$18,203	<b>\$14,517</b>	2024
<a href="#">United Christian Volunteers Inc</a>	KY	\$137,463	President	\$11,000	<b>\$11,237</b>	2023
<a href="#">The Fenway Community Center At</a>	MA	\$137,195	Executive Director	\$104,000	<b>\$86,314</b>	2024
<a href="#">Moms Club</a>	TX	\$137,035	Chairman, President And Director	\$24,000	<b>\$22,173</b>	2024
<a href="#">Cascadia Clubhouse</a>	WA	\$138,837	Executive Director	\$22,521	<b>\$18,622</b>	2024
<a href="#">Here To Serve Inc</a>	CA	\$136,789	Ceo/board Chair	\$79,761	<b>\$61,971</b>	2025
<a href="#">We Carry Kevan Inc</a>	IN	\$138,898	President	\$38,750	<b>\$37,741</b>	2024
<a href="#">Mission Shawnee Inc</a>	OK	\$139,238	Executive Director	\$49,880	<b>\$50,727</b>	2024
<a href="#">Nebraska Panhandle Area Health</a>	NE	\$136,379	Executive Di	\$75,519	<b>\$73,084</b>	2025
<a href="#">Twin Cities Ministries</a>	MN	\$139,539	Program Director	\$48,104	<b>\$43,900</b>	2024
<a href="#">The Kevin Donovan Foundation Inc</a>	OH	\$139,675	Executive Director	\$7,500	<b>\$7,337</b>	2024
<a href="#">Endless Opportunities</a>	NC	\$135,962	Executive Dir	\$50,538	<b>\$48,229</b>	2024
<a href="#">Baptist Center For Global Concerns</a>	TX	\$139,797	President	\$38,179	<b>\$36,314</b>	2023
<a href="#">Hopes Landing</a>	OH	\$139,966	Executive Di	\$11,625	<b>\$11,372</b>	2024
<a href="#">The Phillis Wheatley Association Inc</a>	OH	\$139,979	Executive Director	\$43,200	<b>\$42,259</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Steel City Arts Foundation</a>	NC	\$139,992	Operations Director	\$48,897	<b>\$46,663</b>	2024
<a href="#">The Josina Lott Foundation</a>	OH	\$134,480	Executive Director	\$127,245	<b>\$124,473</b>	2024
<a href="#">Koochiching Aging Options</a>	MN	\$141,676	Excutive Dir	\$64,177	<b>\$58,568</b>	2024
<a href="#">For All Ages Inc</a>	CT	\$133,882	Director And Ceo	\$73,186	<b>\$63,376</b>	2024
<a href="#">Coolbaugh Township Firemen's Relief</a>	PA	\$133,666	Secretary	\$1,200	<b>\$1,105</b>	2024
<a href="#">Franklin County Senior Citizens Inc</a>	TN	\$133,426	Current Director	\$35,269	<b>\$34,240</b>	2024
<a href="#">Family Promise Of Cheyenne</a>	WY	\$142,837	Executive Director	\$54,800	<b>\$54,196</b>	2024
<a href="#">Numana Inc</a>	IA	\$143,211	President	\$25,850	<b>\$26,914</b>	2023
<a href="#">Accountability Oregon</a>	OR	\$131,868	Officer	\$66,187	<b>\$56,768</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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	<b>310</b> organizations. Compensation range \$3–\$235,066; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$137,839); for reference, expenses \$116,723 and assets \$744,957.
ROLE MATCH	Mary Hess, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 9 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	65 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	61 <sup>st</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	58 <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 (Mary Hess) 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 310 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,873 is reasonable (approximately the 65<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.