

Aurora Living Resources Inc

Executive Director / CEO

EIN 742377026
 CO · NTEE F43Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Kelly Phillips Henry, Executive Director / CEO** (\$33,102) against **every comparable organization** that fit the selection criteria — **803** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

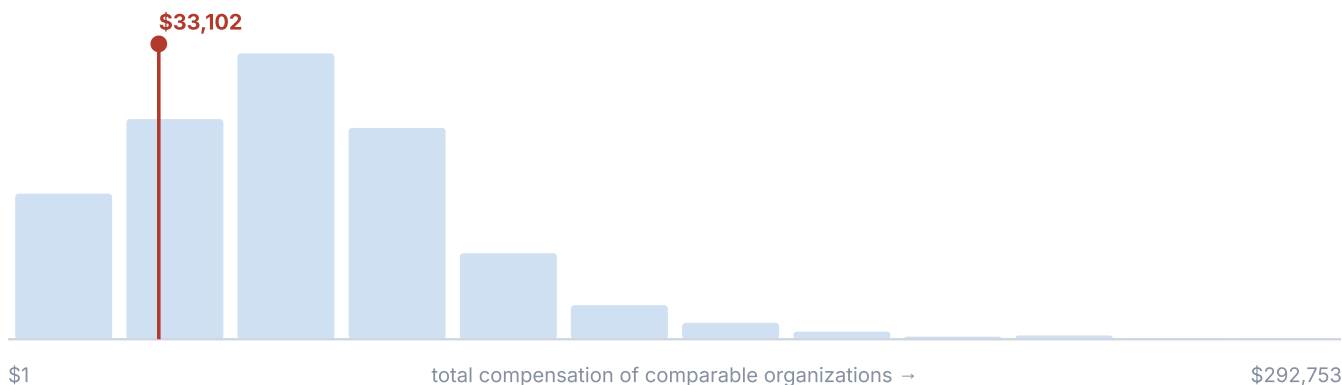
Benchmarked executive: Kelly Phillips Henry — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F43Z).
BUDGET	Total revenue between \$243,622 and \$545,422 — 0.67x to 1.50x the subject's \$363,615 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

803 organizations qualified on sector, size, and geography → **803** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,783	\$36,467	\$60,905	\$83,097	\$108,534	\$33,102
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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 CO 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
Nami Lake County Oh	OH	\$363,723	Executive Director	\$47,500	\$52,467	2023
Nami Will-grundy	IL	\$363,859	Executive Director	\$28,846	\$28,726	2024
Windhorse Guild Inc	CO	\$363,946	Executive Director	\$86,038	\$83,570	2024
Columbus County Dream Center Inc	NC	\$364,138	Exe Director	\$52,010	\$54,437	2024
Alano Club Of Kent County	MI	\$363,081	Executive Di	\$70,850	\$74,077	2024
Our Place Of Hope	SC	\$364,203	Director	\$56,870	\$60,098	2024
Katies Place Clubhouse	PA	\$364,373	President And Ceo	\$15,138	\$14,898	2025
Marriage Heritage Inc	GA	\$364,732	Ceo & Secretary	\$144,000	\$146,667	2024
Marshmallow's Hope Nonprofit	IL	\$362,070	Executive Di	\$50,000	\$51,264	2023
Love And Respect Community For Recovery And Wellness Inc	NC	\$365,288	Executive Director	\$69,712	\$72,965	2024
Life Over Coffee	SC	\$361,888	President	\$115,000	\$125,118	2023
Reaching Everyone In Distress Foundation Inc	OH	\$361,388	Board Member	\$5,000	\$5,365	2024
The Yellow Tulip Project	ME	\$366,033	Director	\$1,736	\$1,813	2023
Story House Ministries Inc	IN	\$366,241	Executive Di	\$69,224	\$76,131	2023
Center For Sexual Assault Survivors	VA	\$366,290	Executive Director	\$61,757	\$60,402	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sanctuary Counseling Center	TN	\$360,869	Executive Director	\$102,500	\$109,138	2024
Applied Prevention Science	OH	\$366,492	Treasurer	\$78,250	\$86,433	2023
Chadwick Clubhouse	OR	\$360,508	Executive Di	\$61,270	\$57,636	2024
Simple Promise Farms	TX	\$360,356	Executive Dir.	\$35,000	\$35,465	2024
Transforming Resources	MN	\$360,142	Chairman & Ceo	\$122,850	\$126,595	2023
Midway Apartments Inc	GA	\$367,120	Executive Dir.	\$19,500	\$19,862	2024
Elkhart County Clubhouse Inc	IN	\$359,858	Executive Di	\$51,000	\$54,480	2024
New Hampshire Lawyers Assistance Program	NH	\$359,591	Executive Director	\$103,200	\$96,526	2024
Ccb Foundation Inc	MA	\$359,345	Treasurer	\$1	\$1	2024
Good Grief Of Northwest Ohio Inc	OH	\$367,964	Managing Director	\$69,502	\$74,568	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **803** organizations. Compensation range \$1–\$292,753; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$363,615); for reference, expenses \$66,296 and assets \$219,426. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Kelly Phillips Henry, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Kelly Phillips Henry) 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 803 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,102 is reasonable (approximately the 22nd 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.