

The Association For Independent Living

Executive Director / CEO

EIN 751644612

TX · NTEE P73Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Causey, Executive Director / CEO** (\$78,830) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

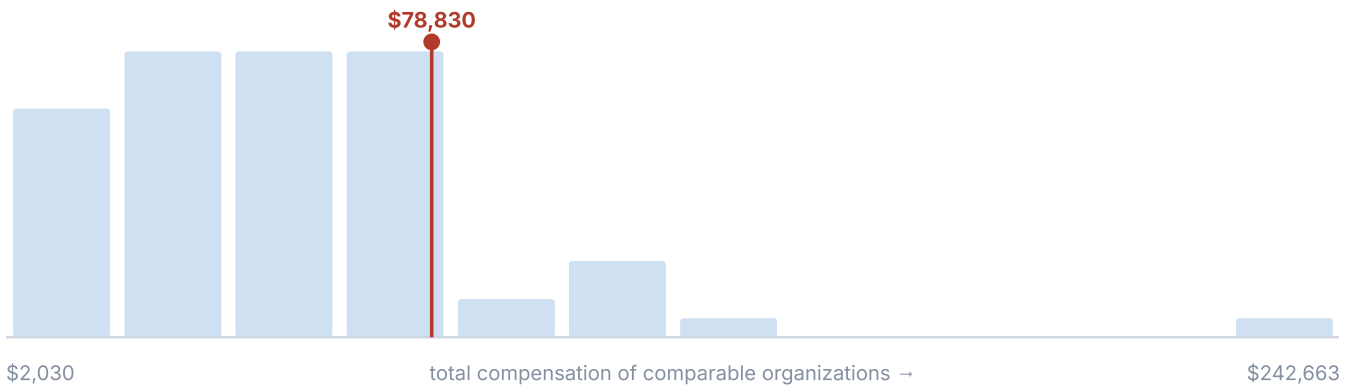
Benchmarked executive: Sarah Causey — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P73Z).
BUDGET	Total revenue between \$321,074 and \$718,824 — 0.67x to 1.50x the subject's \$479,216 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,320	\$27,140	\$47,448	\$66,658	\$88,996	\$78,830
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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 TX 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
Bachman Foundation Inc	TN	\$477,386	Executive Di	\$59,114	\$58,780	2025
Community Living Opportunities li Inc	KS	\$483,561	Ceo/president	\$40,213	\$43,430	2023
Boys Haven Of America Inc	TX	\$473,026	Executive Director	\$56,468	\$54,848	2024
Pro Youth Centers Inc	CA	\$472,036	Board Member/ceo	\$91,000	\$76,300	2024
Charis Youth Center	CA	\$468,404	Executive Director	\$127,360	\$109,941	2023
Duncan Community Residence Inc	OK	\$468,218	Executive Director	\$11,902	\$13,102	2023
Perfect Peace Inc	NH	\$493,894	Exec Directo	\$51,393	\$47,440	2023
Outreach Center Of Christ The Savior	MO	\$497,182	Secretary & Treasury	\$42,412	\$43,618	2024
Brighter Future For Youth	OH	\$460,985	Executive Director	\$71,538	\$75,746	2023
Barton County Youth Care Inc	KS	\$452,094	Executive Director	\$56,069	\$57,302	2025
Zepf Housing Corporation Three Inc	OH	\$508,254	Chief Executive Officer	\$35,539	\$36,550	2024
Enhance Inc	MI	\$510,497	President	\$248,525	\$242,663	2025
Safe Haven In York Pa Inc	PA	\$447,555	Chairman	\$62,988	\$62,794	2023
Parkview Adult Foster Care Home Inc	MI	\$440,921	Administrato	\$34,492	\$35,590	2023
Daughters Of Love Inc	CA	\$518,820	Ceo/ Cfo	\$27,692	\$23,219	2024
Casa De Amelia Group Homes	CA	\$519,621	Pres\treas	\$37,200	\$31,191	2024
Your Child's Place Inc	PA	\$435,070	Sr. Vp Of Finance	\$5,233	\$5,067	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Philomena House Corp	MN	\$434,903	Director	\$46,686	\$44,794	2024
Pulaski County Group Home	MO	\$523,810	Director	\$25,367	\$26,859	2023
Our Healing Center	CA	\$529,391	Chief Exec O	\$79,500	\$66,658	2024
True Home Of Hope Inc	TX	\$531,367	Board Member	\$16,537	\$16,063	2024
Crystal Springs Home Inc	OH	\$534,370	Ceo	\$63,360	\$65,162	2024
Upper Room Recovery Community Inc	IN	\$541,445	Former Exec	\$63,079	\$64,592	2024
Help - Six Chimneys Inc	OH	\$415,559	President/ceo	\$38,166	\$39,252	2024
Tara Hall School Inc	SC	\$545,445	Executive Dir.	\$82,852	\$83,929	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	65 organizations. Compensation range \$2,030–\$242,663; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$479,216); for reference, expenses \$458,971 and assets \$702,199.
ROLE MATCH	Sarah Causey, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	85 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	62 nd

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 (Sarah Causey) 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 65 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,830 is reasonable (approximately the 85th 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.