

Choices Inter-linking

Executive Director / CEO

EIN 752451267

TX · NTEE F20Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cozetta Lamore, Executive Director / CEO** (\$3,600) against **every comparable organization** that fit the selection criteria — **10** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Cozetta Lamore — reported title “COO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (F20Z).

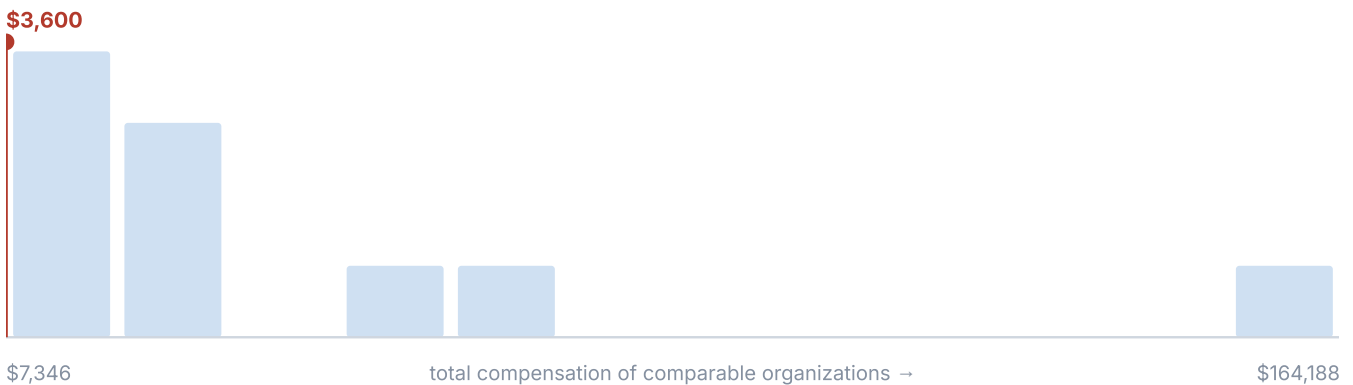
BUDGET Total revenue between \$13,349 and \$29,886 — 0.67x to 1.50x the subject's \$19,924 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

10 organizations qualified on sector, size, and geography

→ **10** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,638	\$15,059	\$22,994	\$46,136	\$74,392	\$3,600
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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
Miami Behavioral Health Center Inc	FL	\$20,000	Bchc Ceo	\$7,822	\$7,346	2023
Bay Life Services Inc	MD	\$19,694	Former President/director	\$68,921	\$64,415	2023
Riverton Road Inc	NJ	\$18,249	President	\$59,141	\$51,272	2024
Institute For Better Health Inc	CA	\$17,611	Executive Director/board M	\$24,000	\$20,718	2023
Healing Justice Foundation	MN	\$17,606	President	\$171,125	\$164,188	2024
Colorado Veterinary Medical Association	CO	\$22,426	Ceo	\$27,141	\$25,270	2024
Fountain House Of New Jersey Inc	NY	\$16,832	Ceo Eff. 9/22	\$15,395	\$13,907	2023
Janus Supportive Living Svcs Inc	ME	\$16,019	President	\$19,040	\$18,513	2024
Devereux Cleo Wallace	CO	\$23,843	Chair, Treasurer, Trustee	\$33,001	\$30,726	2024
Douglas Gardens Community Mental Health	FL	\$29,374	Chief Executive Officer	\$8,167	\$7,670	2023

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	10 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$7,346–\$164,188; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$19,924); for reference, expenses \$23,372 and assets \$69,490.
ROLE MATCH	Cozetta Lamore, reported title " <i>COO</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	7 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	0 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 (Cozetta Lamore) 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 10 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,600 is reasonable (approximately the 0th 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.