

# Titus Community Inc

Executive Director / CEO

EIN 760529215  
 TX · NTEE F20  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Robert Mersmann, Executive Director / CEO** (\$44,258) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

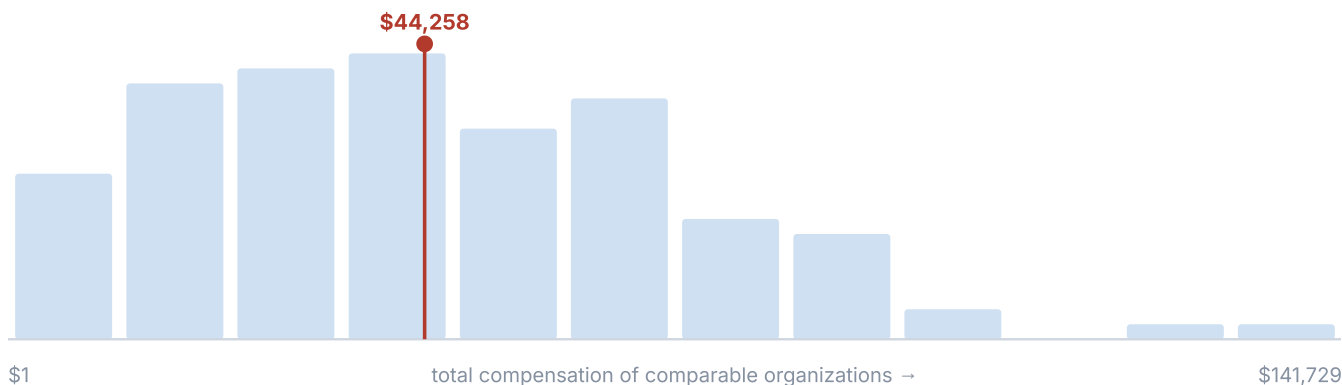
**Benchmarked executive:** Robert Mersmann — reported title “TREASURER & EXECUTIVE DIRE”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$171,471 and \$383,890 — 0.67x to 1.50x the subject's \$255,927 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

**114** organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,677	\$23,965	\$42,375	\$62,749	\$81,289	<b>\$44,258</b>
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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
<a href="#">Summit County Community</a>	OH	\$255,950	Executive Director	\$74,630	<b>\$82,260</b>	2022
<a href="#">Aasf Valley Central Office</a>	CA	\$254,095	Director	\$75,841	<b>\$63,590</b>	2024
<a href="#">Jackson County Court Service Inc</a>	AL	\$253,351	Exec Director	\$30,462	<b>\$32,899</b>	2023
<a href="#">Favor Grand Strand</a>	SC	\$251,550	Director	\$126,000	<b>\$127,638</b>	2024
<a href="#">Broken Chains Inc</a>	TX	\$262,071	Ceo Director & Founder	\$30,588	<b>\$30,588</b>	2023
<a href="#">Perfectly Loved Inc</a>	AR	\$249,589	Executive Di	\$45,066	<b>\$47,920</b>	2025
<a href="#">Hope House Ministry Inc</a>	IN	\$262,824	Executive Di	\$61,478	<b>\$62,952</b>	2024
<a href="#">Grace Of God Recovery House Inc</a>	NY	\$248,554	President	\$52,486	<b>\$44,866</b>	2025
<a href="#">Turning Point Christian Center Inc</a>	CT	\$248,183	President/director	\$65,098	<b>\$59,267</b>	2024
<a href="#">Recovery Wellness Initiative Inc</a>	ME	\$263,788	Volunteer Coordinator	\$18,782	<b>\$18,262</b>	2024
<a href="#">Desire 4 Hope Inc</a>	NJ	\$247,014	Executive Director	\$25,818	<b>\$23,044</b>	2023
<a href="#">Cullman Re-entry Addiction</a>	AL	\$246,332	Director	\$67,750	<b>\$71,070</b>	2024
<a href="#">Jesus Inn Ministries Inc</a>	OK	\$265,681	President	\$59,614	<b>\$65,623</b>	2023
<a href="#">The Second Story Foundation</a>	IL	\$265,869	Executive Director	\$41,667	<b>\$39,776</b>	2024
<a href="#">New Dawn Recovery Services Inc</a>	WI	\$266,649	Executive Di	\$75,000	<b>\$78,303</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mothers For Awareness And</a>	CO	\$244,986	Chairman & C	\$35,000	<b>\$32,588</b>	2024
<a href="#">Hawc Foundation</a>	WV	\$244,835	Director	\$2,000	<b>\$2,049</b>	2025
<a href="#">Nashville Peacemakers</a>	TN	\$268,074	Ceo	\$64,260	<b>\$65,587</b>	2024
<a href="#">Raven Cares Inc</a>	KY	\$269,768	President	\$42,308	<b>\$45,440</b>	2023
<a href="#">House Of New Beginnings Inc</a>	IN	\$240,368	Program Director	\$53,000	<b>\$54,271</b>	2024
<a href="#">Spiritworks Foundation</a>	VA	\$240,324	Executive Director	\$46,978	<b>\$44,044</b>	2024
<a href="#">Nar-anon Family Group Headquarters Inc</a>	CA	\$271,647	Executive Director	\$50,170	<b>\$42,066</b>	2024
<a href="#">Baltimore Intergroup Council Of Aa</a>	MD	\$271,749	Administrator/special Worker	\$39,577	<b>\$36,989</b>	2023
<a href="#">Miriam House</a>	TN	\$239,287	Executive Director	\$8,400	<b>\$8,827</b>	2023
<a href="#">Mississippi Harm Reduction Initiative</a>	MS	\$272,586	Executive Director	\$39,423	<b>\$42,634</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 114 organizations. Compensation range \$1–\$141,729; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$255,927); for reference, expenses \$230,867 and assets \$403,394.

<b>ROLE MATCH</b>	Robert Mersmann, reported title " <i>TREASURER &amp; EXECUTIVE DIRE</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (Robert Mersmann) 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 114 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,258 is reasonable (approximately the 54<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.