

Phatt Chance Community Services

Executive Director / CEO

EIN **800258044**

CA · NTEE F20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **George Turner, Executive Director / CEO** (\$20,804) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

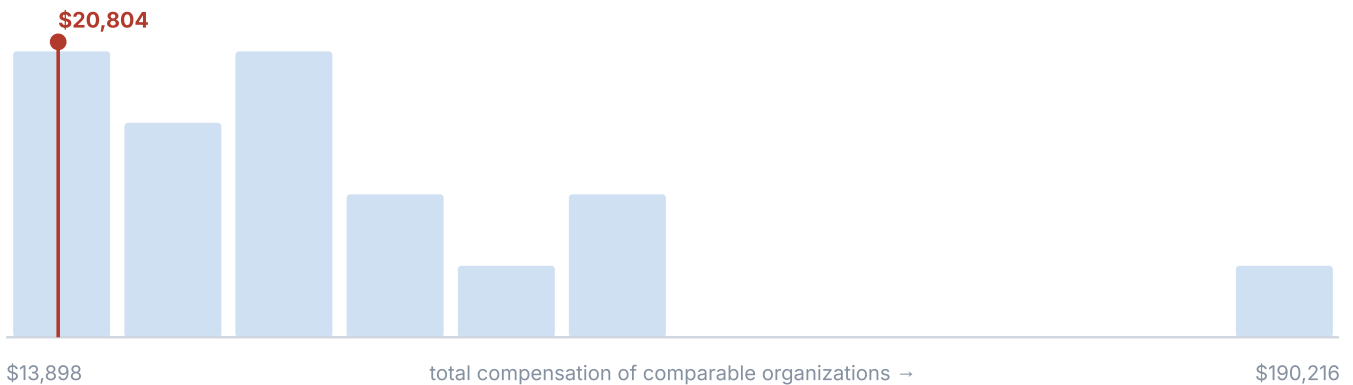
Benchmarked executive: George Turner — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$277,974 and \$622,332 — 0.67x to 1.50x the subject's \$414,888 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20) + CA + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,825	\$36,424	\$47,000	\$62,941	\$92,803	\$20,804
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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 CA 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
Any Positive Change Incorporated	CA	\$447,100	Executive Di	\$93,240	\$90,565	2024
A Peace Of Mind SI Corporation	CA	\$377,191	President	\$64,800	\$62,941	2024
San Francisco Drug Users Union	CA	\$368,545	Executive Dir.	\$37,500	\$36,424	2024
Stalwart Clean And Sober	CA	\$466,269	Ceo	\$62,520	\$62,520	2023
Calibrate A Non Profit Corporation	CA	\$351,799	Executive Director	\$22,800	\$21,575	2025
Urban Community Action Network	CA	\$490,270	Executive Director	\$195,834	\$190,216	2024
Yuba Harm Reduction Collective	CA	\$339,385	Co-director	\$50,230	\$48,789	2024
Sea Change	CA	\$501,728	President	\$47,000	\$47,000	2023
Lifeline Rehabilitation And Prevention Center	CA	\$315,877	Case Manager	\$24,358	\$23,659	2024
Responsible Hospitality Institute Inc	CA	\$518,236	President	\$14,308	\$13,898	2024
Good Samaritans Of San Diego	CA	\$311,063	Director	\$52,000	\$50,508	2024
Mountain High Recovery Center	CA	\$288,063	Executive Dir.	\$39,236	\$38,110	2024
New Directions For Women Foundation	CA	\$587,888	Executive Director	\$38,015	\$36,924	2024
Refuge Recovery World Services Inc	CA	\$598,852	President & Ceo	\$81,000	\$81,000	2023
Harm Reduction Institute	CA	\$611,350	Executive Director	\$46,716	\$45,376	2024
Sudis Substance Use Disorder Integrated Services	CA	\$617,518	Executive Director	\$24,975	\$24,258	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sunrise Community Counseling C	CA	\$618,534	Ceo	\$99,000	\$96,160	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	17 organizations. Compensation range \$13,898–\$190,216; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$414,888); for reference, expenses \$335,212 and assets \$171,230.
ROLE MATCH	George Turner, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	6 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 (George Turner) 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 17 similarly situated organizations (Same NTEE sector (F20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,804 is reasonable (approximately the 6th 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.