

Community Center For Healthy Minds

Executive Director / CEO

EIN 800916623

CA · NTEE F12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Arlene Banks, Executive Director / CEO** (\$95,807) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Arlene Banks — reported title “DIRECTOR”, 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 (F12).

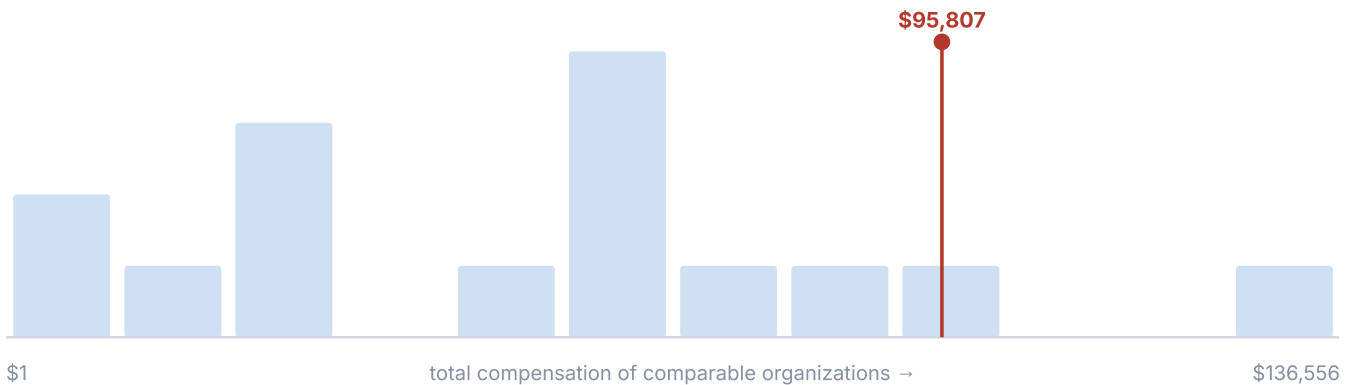
BUDGET Total revenue between \$246,767 and \$552,463 — 0.67x to 1.50x the subject's \$368,309 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F12), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,471	\$29,560	\$63,255	\$71,086	\$90,797	\$95,807
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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
Josh's Hope Foundation Inc	NC	\$418,383	Executive Di	\$56,846	\$68,022	2024
For Kids Foundation	NV	\$421,450	Executive Dir.	\$74,464	\$88,992	2023
Rooms Of Hope Inc	CA	\$312,270	President	\$92,000	\$92,000	2024
Jones Project Inc	KS	\$311,896	Ed/pres/sec/director	\$106,017	\$136,556	2023
Kittitas County Recovery Community	WA	\$299,655	Executive Di	\$46,530	\$49,668	2023
Duck Cup Memorial Fund	MN	\$279,956	Outreach/exe	\$55,278	\$63,255	2024
Kylecares Inc	MA	\$276,528	President	\$10,000	\$10,407	2024
Connors Climb Foundation	NH	\$274,554	Executive Director	\$30,719	\$33,818	2023
An Angel's Wing Inc	ME	\$268,619	Executive Director	\$29,040	\$33,676	2024
East House Foundation Inc	NY	\$250,483	President & Ceo	\$19,653	\$20,566	2024
Fishing The Good Fight Inc	CO	\$494,662	Executive Di	\$66,774	\$74,149	2024
Saint Joseph London Foundation Inc	KY	\$504,443	Board Member/market Ceo	\$52,292	\$66,984	2023
Edge Foundation	WA	\$505,434	Founder Chairman And Ceo	\$1	\$1	2023
Sounds Of Saving	NY	\$514,645	Cochair	\$60,000	\$64,642	2023
Hi How Are You Foundation Inc	TX	\$533,744	Executive Dir.	\$21,333	\$25,443	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2024 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 15 organizations. Compensation range \$1–\$136,556; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$368,309); for reference, expenses \$363,792 and assets \$80,580.

ROLE MATCH Arlene Banks, reported title "*DIRECTOR*", 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 2 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	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	80 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 (Arlene Banks) 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 15 similarly situated organizations (Same NTEE sector (F12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,807 is reasonable (approximately the 93rd 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.