

Community Support Group

Executive Director / CEO

This analysis benchmarks the total compensation of **Jeffrey Novak, Executive Director / CEO** (\$47,982) against **every comparable organization** that fit the selection criteria — **837** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Jeffrey Novak — 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 (F19).
BUDGET	Total revenue between \$323,769 and \$724,857 — 0.67x to 1.50x the subject's \$483,238 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

837 organizations qualified on sector, size, and geography → **837** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,085	\$43,907	\$70,109	\$92,949	\$121,995	\$47,982
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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 PA 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
Truth Pharm Inc	NY	\$483,136	Executive Director	\$71,455	\$66,461	2024
Morgan Behavioral Health Choices	OH	\$483,105	Executive Di	\$50,963	\$57,201	2023
50 Mile March Foundation Inc	NE	\$483,581	Executive Director	\$33,333	\$37,993	2023
Mission House Ministry	WA	\$483,616	Board Member - Mentoring	\$54,146	\$49,898	2024
Mid-valley Fellowship	OR	\$483,781	Executive Dir.	\$37,921	\$36,247	2024
Turning Point Evaluation Inc	IA	\$483,893	Member	\$93,575	\$105,461	2024
Christian Counseling Ministries Westernnewyork Inc	NY	\$484,037	Executive Director	\$83,206	\$79,676	2023
The Samaritan Center At The Jersey	NJ	\$482,373	Executive Di	\$75,000	\$70,961	2023
Massachusetts Alliance For Sober Housing Inc	MA	\$481,940	Treasurer	\$4,500	\$4,285	2023
Key Bridge Inc	FL	\$481,903	President	\$168,000	\$167,247	2023
Guardian Hills Veterans Healing Center	MO	\$481,297	Executive Director	\$41,667	\$45,425	2024
Wisconsin Council On Problem	WI	\$481,058	Exec. Director	\$107,682	\$112,771	2025
Peace Of Mind -	WY	\$485,484	Executive Di	\$49,109	\$54,128	2024
Kanawha Valley Fellowship Home Inc	WV	\$480,927	Executive Director	\$58,738	\$67,396	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Porter County Substance Abuse Council	IN	\$480,751	Executive Director/ceo	\$91,900	\$102,701	2023
Beacon Of Light Mental Health	TX	\$485,727	Ex. Dir./pre	\$46,226	\$47,595	2024
A Haven	PA	\$480,443	Exofficio	\$34,515	\$34,515	2025
Mental Health Collaborative	FL	\$486,683	Executive Director	\$92,616	\$89,555	2024
Vocal Inc	VA	\$479,237	Ex. Director	\$81,469	\$78,880	2025
Altruistic Recovery Llc	OR	\$487,451	Ed President	\$45,036	\$43,049	2024
California Association Of Mental Health Peer Run Organizations	CA	\$487,975	Executive Director	\$22,866	\$20,323	2024
National Association Of County Behavioral Health & Developmental (Nacbhdd)	DC	\$478,224	Executive Director	\$180,452	\$167,807	2023
Justice And Recovery Advocates Inc	MD	\$488,592	Ceo	\$105,067	\$98,500	2025
De Paul Qalicb Inc	OR	\$488,728	President	\$17,336	\$16,144	2025
South Boston Collaborative Center Inc	MA	\$488,793	Former Executive Director	\$105,088	\$97,201	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2025 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 PA 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 **837** organizations. Compensation range \$1–\$504,209; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$483,238); for reference, expenses \$226,619 and assets \$5,605,353. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jeffrey Novak, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	28 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	95 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 (Jeffrey Novak) 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 13, 2026, comparing compensation against 837 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,982 is reasonable (approximately the 28th 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 13, 2026.