

# Strong Partners In Health

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Hatch, Executive Director / CEO** (\$22,888) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

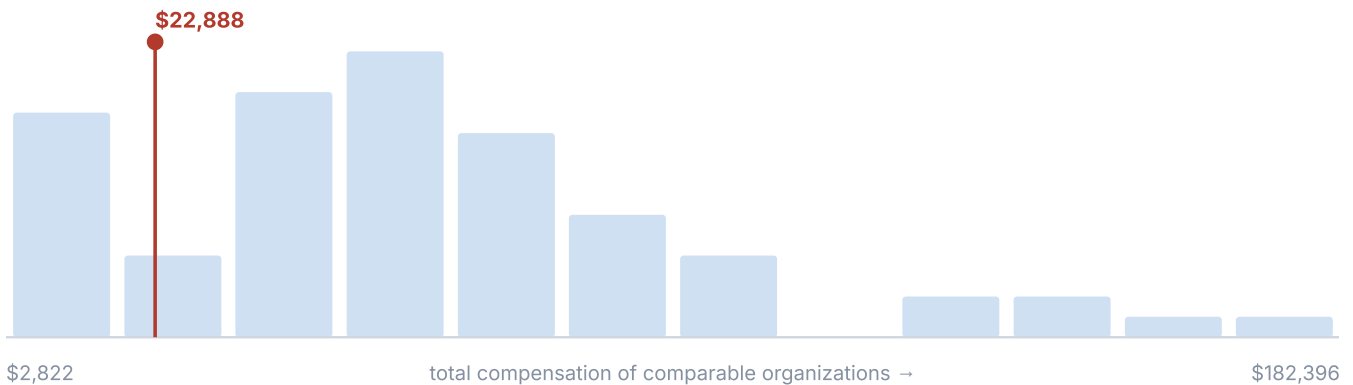
**Benchmarked executive:** Elizabeth Hatch — reported title “Managing Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F30).
BUDGET	Total revenue between \$167,500 and \$375,000 — 0.67x to 1.50x the subject's \$250,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

**67** organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,393	\$33,990	\$53,692	\$75,971	\$104,434	\$22,888
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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 OR 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="#">The Speedy Foundation Inc</a>	ID	\$250,333	Executive Director	\$77,000	<b>\$85,674</b>	2024
<a href="#">Our Daily Gnome Creative Arts Center Of Chesapeake</a>	VA	\$249,365	President	\$2,714	<b>\$2,822</b>	2023
<a href="#">Merakey Youth Services</a>	PA	\$249,352	President/ceo	\$55,952	<b>\$60,084</b>	2023
<a href="#">Crested Butte State Of Mind</a>	CO	\$247,597	Executive Director	\$63,135	<b>\$65,190</b>	2023
<a href="#">Dreavita Counseling Coaching And Consulting Inc</a>	DE	\$245,854	Founder	\$157,570	<b>\$161,372</b>	2024
<a href="#">Champions For Children's Mental Health</a>	DE	\$255,744	Executive Director	\$100,121	<b>\$105,566</b>	2023
<a href="#">Pals For Healing</a>	OH	\$256,948	Executive Di	\$38,500	<b>\$42,650</b>	2024
<a href="#">Crossroads Inc</a>	OK	\$257,621	Executive Dir.	\$65,000	<b>\$74,861</b>	2024
<a href="#">Healing Arts Project Inc</a>	TN	\$257,976	Executive Director	\$48,780	<b>\$53,630</b>	2024
<a href="#">Mental Health Programs Inc V</a>	MA	\$240,219	President	\$12,032	<b>\$11,018</b>	2025
<a href="#">Tina Huseth Counseling</a>	TX	\$260,979	President	\$47,100	<b>\$49,279</b>	2024
<a href="#">Recovery-hub Inc</a>	NJ	\$261,461	President & Ceo	\$90,000	<b>\$86,529</b>	2023
<a href="#">The Samaritan Counseling Center Of</a>	GA	\$238,356	Executive Di	\$90,025	<b>\$94,676</b>	2024
<a href="#">Gabby's Ladder Inc</a>	MI	\$262,607	Executive Di	\$53,550	<b>\$59,519</b>	2023
<a href="#">Valley Community Counseling Clinic</a>	CA	\$264,041	Pres And Exec D	\$31,459	<b>\$28,412</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nami Of Richland County Ohio</a>	OH	\$264,447	Executive Dir.	\$65,230	<b>\$70,399</b>	2025
<a href="#">Community Improvement Associates</a>	NH	\$235,476	Employee Representative	\$33,500	<b>\$32,354</b>	2024
<a href="#">Linden Lodge Foundation</a>	NC	\$266,266	Executive Di	\$28,445	<b>\$31,649</b>	2023
<a href="#">Teton Valley Mental Health</a>	ID	\$233,570	Executive Di	\$72,659	<b>\$80,844</b>	2024
<a href="#">Equiteam Support Services</a>	PA	\$269,287	Executive Director	\$121,541	<b>\$126,772</b>	2024
<a href="#">Azimuth Counseling And Therapeutic Services Inc</a>	VT	\$230,623	Executive Director	\$12,500	<b>\$12,820</b>	2025
<a href="#">Penquis Mental Health Association</a>	ME	\$270,417	Chief Executive Officer	\$34,929	<b>\$36,582</b>	2024
<a href="#">Christian Counseling Connection Inc</a>	CT	\$224,871	Exec. Dir. (Ret 6/24)	\$6,668	<b>\$6,539</b>	2024
<a href="#">Bella Terra Stables</a>	PA	\$223,353	President/executive Director	\$33,007	<b>\$34,428</b>	2024
<a href="#">Rise Canyon Ranch</a>	CA	\$220,642	Board Member	\$61,021	<b>\$53,692</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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** 67 organizations. Compensation range \$2,822–\$182,396; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$250,000); for reference, expenses \$74,910 and assets \$664,515. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Elizabeth Hatch, reported title " <i>Managing Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	19 <sup>th</sup>
All sources (D + E + F), adjusted	12 <sup>th</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 (Elizabeth Hatch) 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 67 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,888 is reasonable (approximately the 16<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.