

This analysis benchmarks the total compensation of **Elizabeth Dreibelbis, Executive Director / CEO** (\$34,515) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

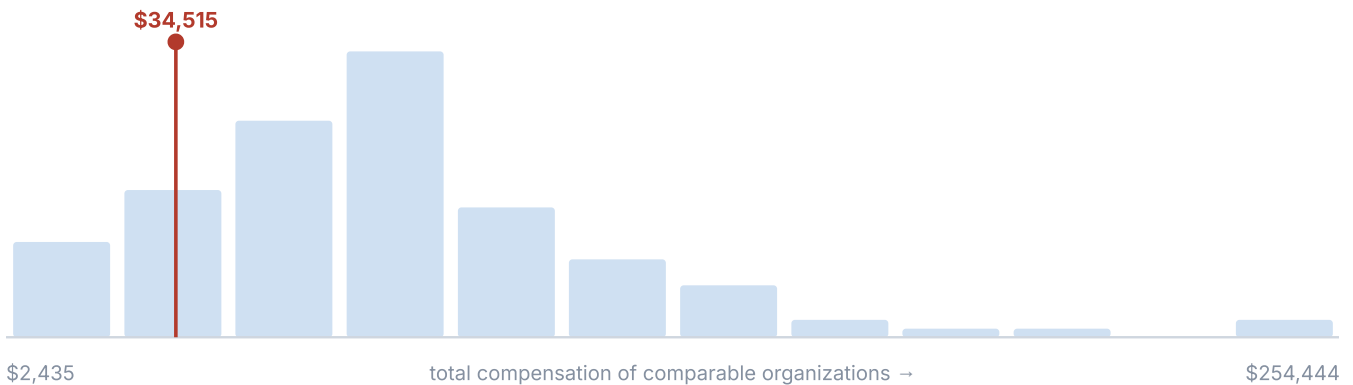
Benchmarked executive: Elizabeth Dreibelbis — reported title "EXOFFICIO", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$321,896 and \$720,664 — 0.67x to 1.50x the subject's \$480,443 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

122 organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,832	\$49,057	\$71,393	\$95,025	\$127,081	\$34,515
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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
The Samaritan Center At The Jersey	NJ	\$482,373	Executive Di	\$75,000	\$70,961	2023
Peace Of Mind -	WY	\$485,484	Executive Di	\$49,109	\$54,128	2024
South Boston Collaborative Center Inc	MA	\$488,793	Former Executive Director	\$105,088	\$97,201	2024
Allied Restorative Systems	VA	\$490,129	Executive Director	\$97,521	\$96,920	2024
My Sister's Place Of Madison Inc	NC	\$466,445	Executive Di	\$76,814	\$81,695	2024
Triunity Counseling Services	TX	\$496,754	President/di	\$48,503	\$49,940	2024
Hope Springs Institute	OH	\$463,608	Interim Executive Director	\$34,996	\$38,152	2024
Synchrony Of Visalia Inc	CA	\$499,494	President & Ceo	\$54,863	\$48,763	2024
Exonerated Nation Inc	CA	\$501,023	Staff Assistant	\$35,989	\$31,987	2024
Owen Center Inc	AL	\$503,599	President	\$66,358	\$73,790	2024
The Kingi Ohana House	CA	\$505,262	President	\$83,074	\$73,837	2024
Morning Star Community Services	WA	\$455,110	Executive Director	\$22,283	\$21,141	2023
The Shine Initiative Inc	MA	\$452,657	Executive Director	\$117,349	\$108,542	2024
Roanoke Park Counseling	WA	\$513,401	Executive Dir.	\$72,127	\$64,755	2025
The Hope And Healing Place Inc	TX	\$446,132	Executive Di	\$60,715	\$62,513	2024
New Hope Center For Grief Support	MI	\$445,198	Executive Di	\$75,052	\$82,091	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fresh Hope Inc	NE	\$445,065	Executive Director	\$66,590	\$73,720	2024
The Mast Cell Disease Society Inc	MA	\$516,036	Executive Director	\$107,663	\$99,583	2024
Hope Springs Counseling Center	KY	\$443,194	Executive Dir.	\$74,713	\$85,062	2023
Modern Widows Club Inc	FL	\$442,954	President	\$98,173	\$97,733	2023
Divine Mercy Healing Center Inc	NJ	\$518,494	Secretary &	\$18,900	\$17,882	2023
Newsong Counseling Center Inc	KY	\$442,149	President	\$57,300	\$63,365	2024
Love In The Trenches Inc	MD	\$441,582	Co Founder - Executive Director	\$96,519	\$92,881	2024
Brians Safehouse Inc	WV	\$521,275	Executive Director	\$47,839	\$53,316	2024
Hope Grows	PA	\$524,135	Executive Di	\$105,500	\$108,291	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 122 organizations. Compensation range \$2,435–\$254,444; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$480,443); for reference, expenses \$549,475 and assets \$340,941.

ROLE MATCH Elizabeth Dreibelbis, reported title *"EXOFFICIO"*, 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 1 peer 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 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	15 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 (Elizabeth Dreibelbis) 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 122 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,515 is reasonable (approximately the 16th 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.