

Hats Of Wisdom

Executive Director / CEO

EIN 814068872

AK · NTEE F32

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Josephine Barry, Executive Director / CEO** (\$58,155) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

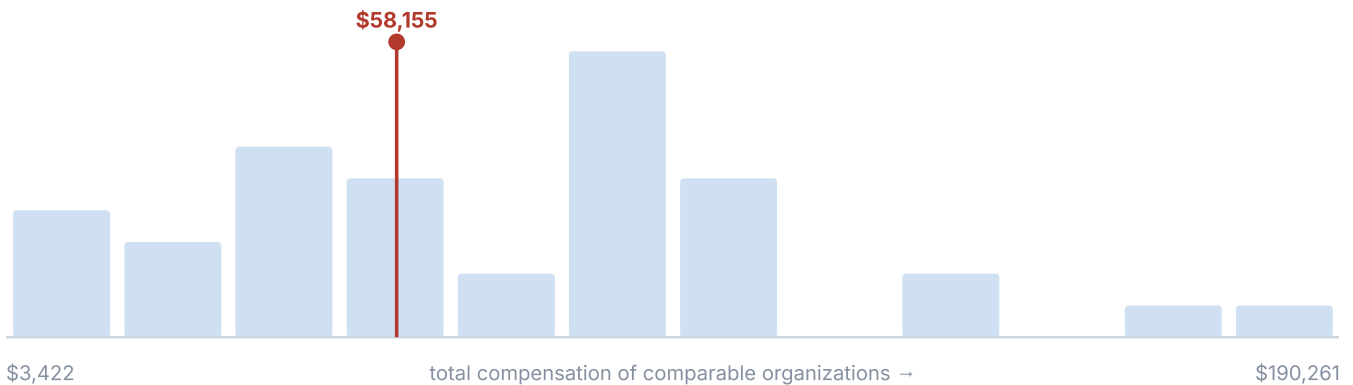
Benchmarked executive: Josephine Barry — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F32).
BUDGET	Total revenue between \$315,027 and \$705,285 — 0.67x to 1.50x the subject's \$470,190 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F32), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,164	\$39,849	\$73,809	\$96,035	\$116,619	\$58,155
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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 AK 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
Mental Health Collaborative	FL	\$486,683	Executive Director	\$92,616	\$91,005	2024
Youth Development Services	WY	\$490,445	Executive Director	\$33,461	\$36,511	2025
North Suburban Counseling Center	MN	\$491,605	Executive Director/therapi	\$80,669	\$85,837	2023
Be The Change In Mental Health	CA	\$492,149	Ed/secretary	\$104,403	\$97,082	2023
Recovery Zone	OH	\$442,279	Exec Dir - Logan	\$34,762	\$39,649	2023
Michigan Psychoanalytic Institute	MI	\$502,780	Administrator Director	\$81,724	\$88,231	2024
Prince William Drop In Center	VA	\$429,344	Former Vice Pre	\$78,382	\$79,160	2024
The Helen Wheeler Center For Community	IL	\$519,400	President/ceo	\$152,723	\$161,686	2023
Arch Street Center Inc	PA	\$411,582	Exec Directo	\$17,236	\$18,509	2023
Christian Counseling Center	CT	\$409,305	President	\$85,907	\$84,250	2024
Community Support Systems Inc	MN	\$531,253	Executive Di	\$66,236	\$68,457	2024
Taylor Wellness Center Inc	MD	\$408,929	President Ceo	\$95,000	\$95,643	2023
Clubhouse Of St Joseph County Inc	IN	\$532,776	Executive Director	\$100,023	\$110,329	2024
Samaritan Counseling Center Of The Mohaw	NY	\$534,026	Executive Director	\$103,512	\$97,836	2024
Caya Clinic Inc	WI	\$405,021	Director	\$26,614	\$29,072	2024
Samaritan Counseling Center Inc	MI	\$404,144	Executive Di	\$105,510	\$110,974	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Consumer Services Of Madison County Inc	NY	\$540,215	Executive Director	\$59,994	\$56,704	2024
Grace River Christian Counseling	OK	\$553,863	Executive Di	\$30,800	\$35,474	2024
Safehaven Inc	OH	\$555,229	Executive Director	\$77,772	\$83,938	2025
Womens Mental Health Collective Inc	MA	\$384,457	Clerk/I.i.c.s.w.	\$11,000	\$10,645	2023
People First Therapy Group	PA	\$559,793	Executive Director	\$81,891	\$87,942	2023
Alaska Mental Health Consumer Web	AK	\$563,705	Executive Director	\$93,009	\$90,612	2025
Art Of Intellegent Minds	AZ	\$570,329	Ceo	\$20,750	\$20,873	2024
Our Place Of Hope	SC	\$364,203	Director	\$56,870	\$62,057	2024
Chadwick Clubhouse	OR	\$360,508	Executive Di	\$61,270	\$59,514	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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 38 organizations. Compensation range \$3,422–\$190,261; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$470,190); for reference, expenses \$485,339 and assets \$64,984.

ROLE MATCH Josephine Barry, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 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	42 nd
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	32 nd

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 (Josephine Barry) 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 38 similarly situated organizations (Same NTEE sector (F32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,155 is reasonable (approximately the 42nd 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.