

# Living With Change

Executive Director / CEO

EIN 814802566  
OH · NTEE F12  
FY ending 2024-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Jessica Cicchinelli, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jessica Cicchinelli — reported title “Vice President/Treas”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

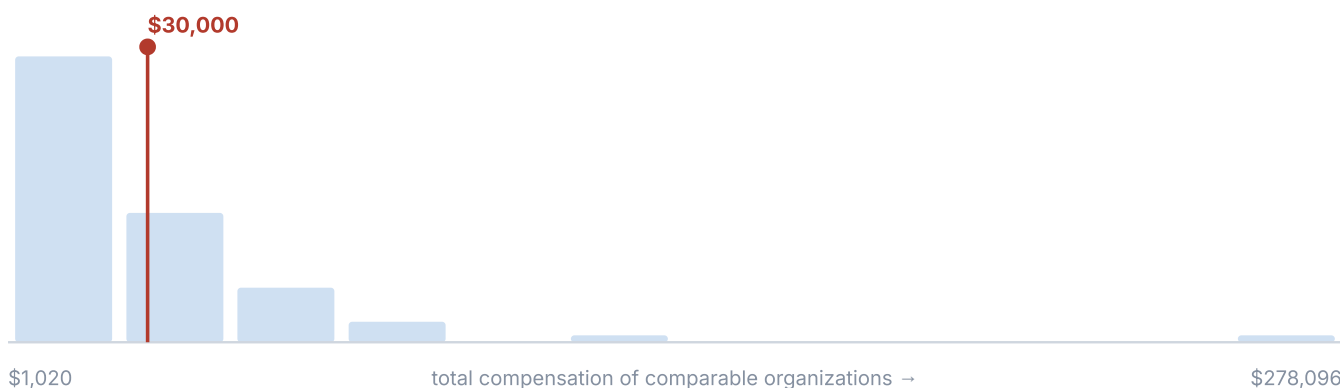
**SECTOR** Organizations sharing the subject's NTEE classification (F12).

**BUDGET** Total revenue between \$43,510 and \$97,411 — 0.67x to 1.50x the subject's \$64,941 (the band tightens as size grows).

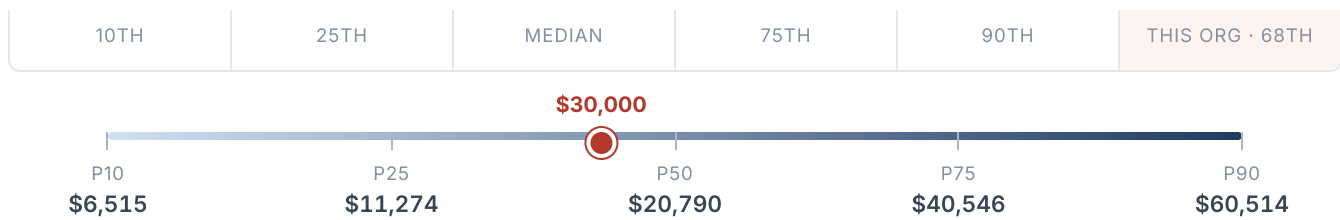
**GEOGRAPHY** Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**74** organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,515	\$11,274	\$20,790	\$40,546	\$60,514	\$30,000
---------	----------	----------	----------	----------	----------



## ■ 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 OH 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="#">Warhorse Legacy Foundation</a>	AR	\$65,781	President	\$81,120	<b>\$88,633</b>	2023
<a href="#">Willcox Against Substance Abuse</a>	AZ	\$63,888	Executive Director	\$32,784	<b>\$29,768</b>	2024
<a href="#">Florida Society Of Addiction Medicine</a>	FL	\$63,381	Administrator	\$21,703	<b>\$19,818</b>	2023
<a href="#">Wetzel Homes Inc</a>	MD	\$66,741	President	\$20,272	<b>\$18,423</b>	2023
<a href="#">Behavioral Connections Of Wood County</a>	OH	\$66,839	President/ceo	\$44,493	<b>\$45,807</b>	2023
<a href="#">Richard Walz Apartments Inc</a>	MO	\$67,135	President	\$7,395	<b>\$7,204</b>	2025
<a href="#">Cfc Loud N Clear Foundation Inc</a>	NJ	\$62,319	Executive Director	\$81,539	<b>\$70,765</b>	2023
<a href="#">Esperance Homes Inc</a>	MD	\$67,788	President	\$20,272	<b>\$18,423</b>	2023
<a href="#">Paradise Life Resource Team</a>	CA	\$67,854	Chairman	\$7,600	<b>\$6,196</b>	2024
<a href="#">Community Transformation Partners</a>	IN	\$68,033	President	\$45,000	<b>\$44,805</b>	2024
<a href="#">Concha Ortiz Y Pino De Kleven Corporation</a>	NM	\$61,819	Executive Director	\$27,258	<b>\$27,680</b>	2024
<a href="#">Deep Healing Ministries Of Atlanta Inc</a>	GA	\$68,319	President	\$49,559	<b>\$48,438</b>	2023
<a href="#">My Own Home</a>	MI	\$61,510	Executive Director	\$5,228	<b>\$5,095</b>	2024
<a href="#">Nami Mahoning Valley</a>	OH	\$61,216	Director	\$13,100	<b>\$13,487</b>	2023
<a href="#">Mosaic Illinois Housing Of Rockford I</a>	NE	\$60,646	President	\$15,891	<b>\$16,137</b>	2024
<a href="#">Vesta Arundel Inc</a>	MD	\$60,462	President	\$21,417	<b>\$18,905</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Project Live Xiii Inc</a>	NJ	\$59,819	Executive Director	\$11,844	<b>\$9,984</b>	2024
<a href="#">Westside Community Residence Inc</a>	NY	\$70,315	Ceo	\$18,651	<b>\$16,382</b>	2023
<a href="#">National Drug &amp; Safety League</a>	MI	\$59,272	President/di	\$7,156	<b>\$6,974</b>	2024
<a href="#">Caring Residential Services Iii Inc</a>	NJ	\$58,960	Pres And Exec Director Ope	\$157,895	<b>\$133,102</b>	2024
<a href="#">Friends Of Youth Foundation</a>	WA	\$71,511	President & Ceo	\$10,775	<b>\$8,873</b>	2025
<a href="#">2nd Chance Ministries Community Developm</a>	NY	\$58,009	Board Member	\$9,050	<b>\$7,949</b>	2023
<a href="#">Southlake Center Residential Inc</a>	IN	\$71,939	Ex-officio & Regional Ceo	\$63,183	<b>\$64,767</b>	2023
<a href="#">Reclaiming Victory Ministries Inc</a>	OR	\$57,764	President	\$11,135	<b>\$10,052</b>	2023
<a href="#">New Life House Inc</a>	OK	\$72,864	Key Employee	\$24,241	<b>\$24,552</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	<b>74</b> organizations. Compensation range \$1,020–\$278,096; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$64,941); for reference, expenses \$42,933 and assets \$126,051.
ROLE MATCH	Jessica Cicchinelli, reported title " <i>Vice President/Treas</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**RELATED-ORG PAY** 32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	35 <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 (Jessica Cicchinelli) 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 74 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 68<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.