

Theres Still Hope

Executive Director / CEO

This analysis benchmarks the total compensation of **Mark Denison, Executive Director / CEO** (\$76,231) against **every comparable organization** that fit the selection criteria — **568** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

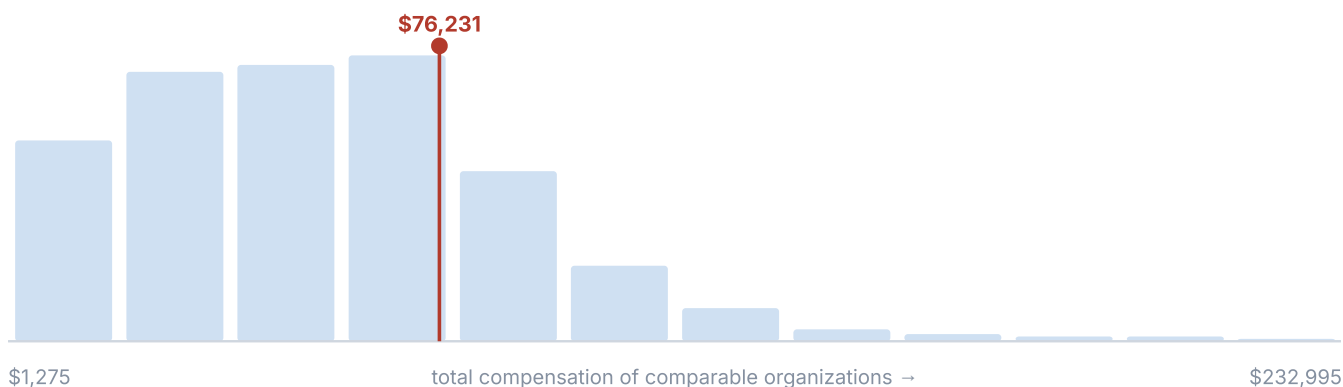
Benchmarked executive: Mark Denison — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F50).
BUDGET	Total revenue between \$153,842 and \$344,424 — 0.67x to 1.50x the subject's \$229,616 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

568 organizations qualified on sector, size, and geography → **568** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,700	\$30,599	\$52,219	\$76,209	\$99,301	\$76,231
----------	----------	----------	----------	----------	----------



● 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 FL 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
Kiflaorg Inc	NY	\$229,470	Chief Science Officer	\$65,744	\$65,107	2023
Grof Legacy Project Usa	NM	\$229,366	Executive Director	\$21,962	\$25,888	2023
Montreux Management Corporation	PA	\$230,000	President	\$43,401	\$46,072	2024
Butler Behavioral Health Properties	OH	\$229,149	Ceo	\$33,771	\$38,075	2024
Azimuth Counseling And Therapeutic Services Inc	VT	\$230,623	Executive Director	\$12,500	\$13,048	2025
110 Inc	MA	\$228,430	President	\$65,000	\$62,177	2024
Alaska Eating Disorders Alliance	AK	\$231,015	Executive Dir.	\$75,514	\$76,851	2024
Christian Clubhouse Ministries Inc	FL	\$231,161	President	\$55,011	\$55,011	2024
Your Neighborhood Clinic	DC	\$227,700	Psychological Associate	\$65,771	\$61,438	2024
Counseling Center Of Highlands	NC	\$227,552	Executive Director	\$35,299	\$38,825	2024
Council On Alcoholism Lord Fairfax	VA	\$231,687	Executive Director	\$60,492	\$62,174	2024
Unity Acres Inc	NY	\$227,169	Officer	\$33,945	\$32,652	2024
Vermont Recovery Network Inc	VT	\$227,042	Executive Di	\$30,552	\$33,701	2023
North Dakota Federation Of Families	ND	\$226,911	Exe. Dir.	\$85,000	\$102,228	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pickaway Addiction Action Coalition	OH	\$226,884	Coalition Administrator	\$31,200	\$35,176	2024
Changing Lanes Ministries Inc	OK	\$226,786	Executive Direc	\$104,041	\$121,951	2024
One Recovery	CA	\$226,696	President	\$62,500	\$57,449	2024
Heart Tones Inc	TX	\$232,702	President	\$71,334	\$78,201	2023
Cornerstone For Hope	PA	\$226,245	Director	\$54,000	\$59,016	2023
Amaly	CA	\$226,032	Director And Co-ceo	\$35,803	\$32,910	2024
East Bay Mens Recovery Center	CA	\$233,558	Executive Director	\$63,767	\$58,614	2024
Teton Valley Mental Health	ID	\$233,570	Executive Di	\$72,659	\$82,278	2024
Triangle Disability Advocates Inc	NC	\$225,652	Executive Director	\$13,000	\$14,721	2023
Western Wellness Foundation Inc	ND	\$233,635	Executive Director	\$79,095	\$95,125	2023
Ruthlyn Aitcheson Corporation	FL	\$225,422	Manager	\$48,228	\$48,228	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **568** organizations. Compensation range \$1,275–\$232,995; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$229,616); for reference, expenses \$195,277 and assets \$414,154.

ROLE MATCH	Mark Denison, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	75 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	70 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 (Mark Denison) 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 568 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,231 is reasonable (approximately the 75th 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.