

525 Foundation Inc

Executive Director / CEO

EIN 821309846

IN · NTEE F21

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Savage, Executive Director / CEO** (\$61,000) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

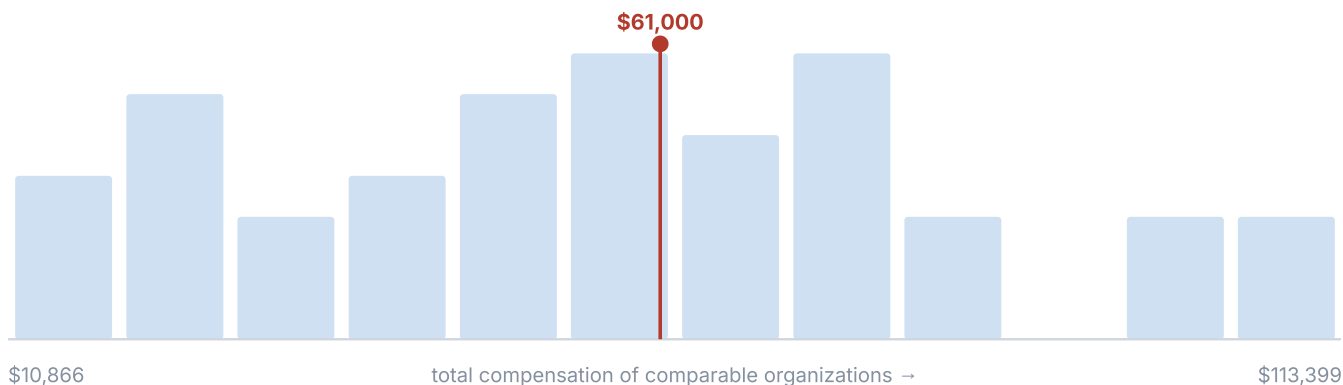
Benchmarked executive: Rebecca Savage — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F21).
BUDGET	Total revenue between \$198,860 and \$445,210 — 0.67x to 1.50x the subject's \$296,807 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F21), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,309	\$36,590	\$54,827	\$71,869	\$96,867	\$61,000
----------	----------	----------	----------	----------	----------



● 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 IN 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 Peggine And Paul Shevlin Family	PA	\$292,653	Executive Di	\$71,859	\$66,003	2024
The Pier Foundation	GA	\$282,695	Vice Chairma	\$68,296	\$63,250	2024
Massac County Drug Awareness C	IL	\$316,847	Program Dir	\$52,821	\$47,830	2024
The Shepherds Fold Ministry Inc	AR	\$276,142	Exec Director	\$56,012	\$59,703	2023
Lets Be Clear Georgia Inc	GA	\$274,503	Executive Dir.	\$27,616	\$25,576	2024
Favor Western Pennsylvania	PA	\$320,914	Executive Di	\$18,144	\$17,158	2023
Coalition For Youth Drug Abuse	AZ	\$322,094	President	\$52,000	\$47,422	2023
Family Alliance Of Paulding Inc	GA	\$323,600	Executive Director	\$39,186	\$38,895	2022
Phillips County Coalition For Healthy	MT	\$323,786	Executive Director	\$21,825	\$22,309	2023
Lifeline-connect Inc	IL	\$268,033	Exec Dir	\$12,000	\$10,866	2024
Recovery Community Network Inc	MN	\$330,973	Director	\$58,240	\$54,570	2023
Influence Foundation Inc	VT	\$333,588	President & Executive Director	\$115,315	\$110,063	2023
Educational Alternatives	OK	\$259,532	Executive Director	\$86,056	\$87,279	2024
Angels At Risk	CA	\$259,116	President	\$138,490	\$113,399	2023
Come To Him Ministries	CA	\$336,946	President	\$59,998	\$47,719	2024
Travis House Inc	CO	\$338,784	Executive Dir.	\$30,000	\$26,495	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Project White Butterfly	OH	\$342,179	Executive Dir.	\$14,648	\$14,290	2024
Overton County Anti-drug Coalition Inc	TN	\$344,408	Director	\$100,053	\$96,867	2024
Cmc Initiative Inc	GA	\$248,403	Executive Dir.	\$83,000	\$76,867	2024
Christine Ortoll Recovery	FL	\$346,095	Director/pro	\$81,555	\$75,630	2022
Marin Healthy Youth Partnerships	CA	\$347,416	President	\$91,345	\$70,777	2025
Wswa Educational Foundation Inc	DC	\$240,275	Secretary	\$83,620	\$69,583	2023
Operation Snowball Inc	IL	\$355,689	Ceo	\$32,780	\$28,918	2025
Monroe County Coalition Inc	FL	\$358,422	Executive Di	\$74,891	\$64,800	2024
Boone County Prevention &	IA	\$234,876	Executive Dir.	\$57,132	\$59,319	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 51 organizations. Compensation range \$10,866–\$113,399; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$296,807); for reference, expenses \$406,695 and assets \$168,427.

ROLE MATCH Rebecca Savage, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	57 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 (Rebecca Savage) 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 51 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,000 is reasonable (approximately the 59th 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.