

# Community Caring Clinic Inc

Executive Director / CEO

EIN 822051598  
 MA · NTEE F32  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Abdifatah Ahmed, Executive Director / CEO** (\$56,391) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

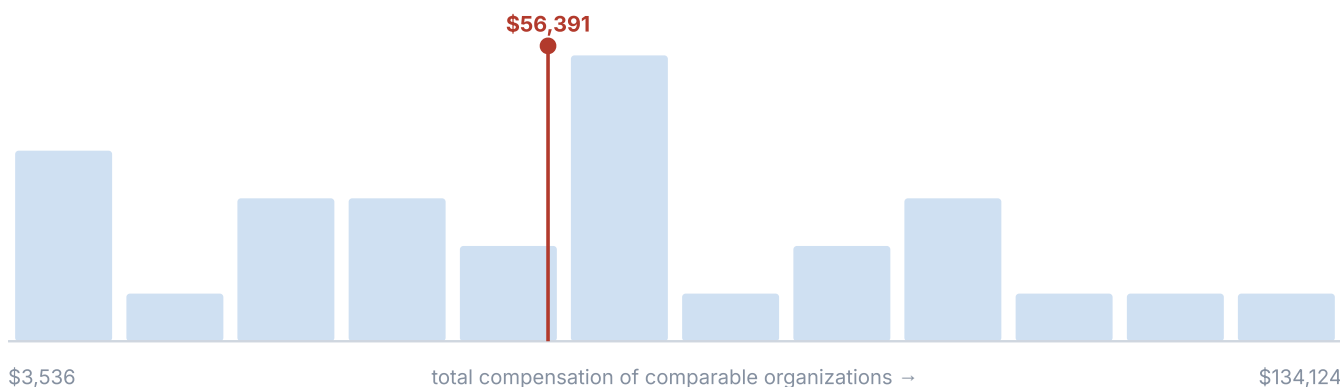
**Benchmarked executive:** Abdifatah Ahmed — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F32).
BUDGET	Total revenue between \$185,670 and \$415,680 — 0.67x to 1.50x the subject's \$277,120 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F32), nationwide + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,257	\$32,574	\$59,764	\$81,993	\$101,149	\$56,391
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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 MA 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="#">Healing Clinical Counseling Center Inc</a>	CA	\$290,142	Ceo	\$63,892	<b>\$61,395</b>	2023
<a href="#">Insight Psychotherapy Group</a>	CA	\$260,564	President/secretary/cfo	\$41,878	<b>\$39,087</b>	2024
<a href="#">Our House Therapy Collective</a>	IL	\$258,445	Executive Director	\$67,999	<b>\$72,259</b>	2024
<a href="#">The Downtown Counseling Center Inc</a>	VA	\$297,954	Executive Di	\$90,000	<b>\$93,929</b>	2024
<a href="#">Art Of Recovery Services Nfp</a>	IL	\$299,447	Vp Of Clinical Services	\$58,357	<b>\$63,845</b>	2023
<a href="#">Schranks Clubhouse</a>	CA	\$253,574	President/ Executive Director	\$51,447	<b>\$49,437</b>	2023
<a href="#">Nebraska Association Of Behavioral</a>	NE	\$303,836	Executive Director	\$91,644	<b>\$106,542</b>	2024
<a href="#">Southeast Institute</a>	NC	\$304,526	President	\$69,838	<b>\$80,303</b>	2023
<a href="#">Child Guidance Foundation Inc</a>	FL	\$311,585	Ceo	\$12,600	<b>\$12,795</b>	2024
<a href="#">Canterbury Counseling Center</a>	SC	\$311,851	Executive Director	\$51,038	<b>\$57,553</b>	2024
<a href="#">Your Neighborhood Clinic</a>	DC	\$227,700	Psychological Associate	\$65,771	<b>\$62,385</b>	2024
<a href="#">Amaly</a>	CA	\$226,032	Director And Co-ceo	\$35,803	<b>\$33,417</b>	2024
<a href="#">Changing Lives Resource Center</a>	CA	\$334,819	Chief Executive Officer	\$43,500	<b>\$41,800</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kaleidoscope Community</a>	OR	\$341,250	Executive Di	\$133,619	<b>\$134,124</b>	2024
<a href="#">Whole Village Art Therapy Inc</a>	LA	\$344,011	Executive Director	\$2,971	<b>\$3,536</b>	2024
<a href="#">Friendship Place Inc</a>	WI	\$200,230	Executive Director	\$81,090	<b>\$91,539</b>	2024
<a href="#">Central Ohio Health &amp; Wellness Center Inc</a>	OH	\$198,574	President	\$26,000	<b>\$29,766</b>	2024
<a href="#">Elkhart County Clubhouse Inc</a>	IN	\$359,858	Executive Di	\$51,000	<b>\$58,133</b>	2024
<a href="#">Chadwick Clubhouse</a>	OR	\$360,508	Executive Di	\$61,270	<b>\$61,501</b>	2024
<a href="#">Haven Of Hope Of Dekalb County Inc</a>	TN	\$192,085	Executive Dir.	\$33,400	<b>\$37,948</b>	2024
<a href="#">Our Place Of Hope</a>	SC	\$364,203	Director	\$56,870	<b>\$64,128</b>	2024
<a href="#">Lifting Lives Ministries Inc</a>	MS	\$187,123	Executive Di	\$7,972	<b>\$9,597</b>	2024
<a href="#">Womens Mental Health Collective Inc</a>	MA	\$384,457	Clerk/l.i.c.s.w.	\$11,000	<b>\$11,000</b>	2023
<a href="#">Samaritan Counseling Center Inc</a>	MI	\$404,144	Executive Di	\$105,510	<b>\$114,679</b>	2025
<a href="#">Caya Clinic Inc</a>	WI	\$405,021	Director	\$26,614	<b>\$30,043</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	28 organizations. Compensation range \$3,536–\$134,124; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$277,120); for reference, expenses \$274,387 and assets \$49,789.
ROLE MATCH	Abdifatah Ahmed, reported title "President", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	43 <sup>rd</sup>
All sources (D + E + F), adjusted	32 <sup>nd</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 (Abdifatah Ahmed) 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 28 similarly situated organizations (Same NTEE sector (F32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,391 is reasonable (approximately the 43<sup>rd</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.