

# Journey House Foundation Inc

Executive Director / CEO

EIN 822487323

VA · NTEE F20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Tillem, Executive Director / CEO** (\$44,758) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

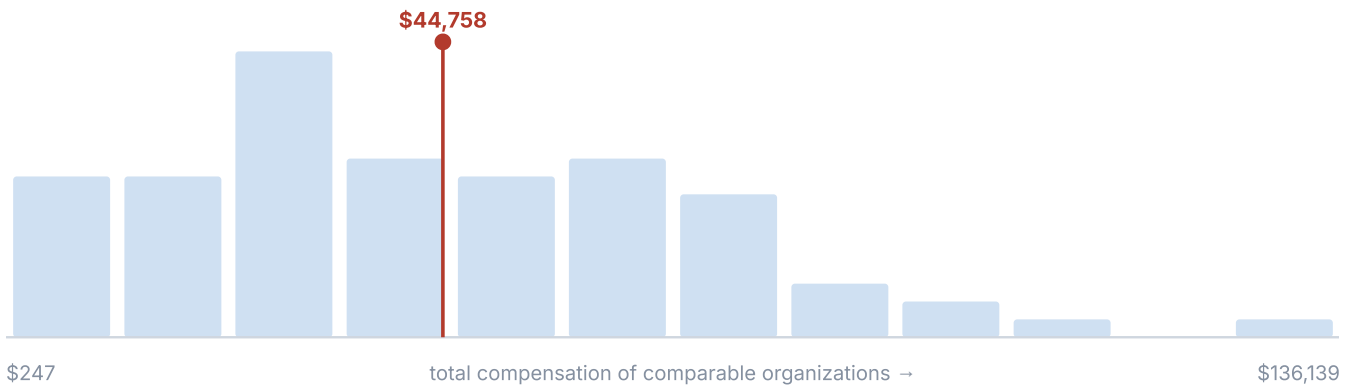
**Benchmarked executive:** Michael Tillem — reported title "EXEC. DIRECTOR/PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$127,949 and \$286,453 — 0.67x to 1.50x the subject's \$190,969 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

**78** organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,083	\$23,246	\$40,975	\$60,350	\$78,171	<b>\$44,758</b>
----------	----------	----------	----------	----------	-----------------



## ● 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 VA 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="#">Greater Milwaukee Central Office Inc</a>	WI	\$191,044	Executive Director	\$71,806	<b>\$77,668</b>	2024
<a href="#">Lazarus Life Ministries</a>	OH	\$191,369	President	\$37,094	<b>\$41,893</b>	2023
<a href="#">Vpoids Inc</a>	CA	\$191,675	Member	\$120,000	<b>\$107,318</b>	2024
<a href="#">Dothan Houston County Substance Abuse</a>	AL	\$193,222	Executive Director	\$55,428	<b>\$62,018</b>	2024
<a href="#">Teen Challenge Of Baltimore Inc</a>	MD	\$194,438	Executive Dir.	\$21,500	<b>\$20,818</b>	2024
<a href="#">Rzp Foundation Inc</a>	OH	\$195,108	Former Ed	\$42,500	<b>\$46,620</b>	2024
<a href="#">Helping Kids To Recover Inc</a>	CA	\$195,142	Ceo	\$10,000	<b>\$9,207</b>	2023
<a href="#">Tennessee Jail Chemical</a>	TN	\$185,436	President	\$6,750	<b>\$7,348</b>	2024
<a href="#">Hope For Appalachia Incorporated</a>	WV	\$197,241	Director Of Development	\$26,980	<b>\$30,255</b>	2024
<a href="#">Epperson Ministries Inc</a>	TN	\$197,840	President	\$11,500	<b>\$12,890</b>	2023
<a href="#">T Whitehead Recovery Center</a>	OH	\$179,273	Director	\$21,000	<b>\$23,036</b>	2024
<a href="#">Concho Valley Turning Point</a>	TX	\$177,344	Executive Director	\$45,000	<b>\$47,997</b>	2023
<a href="#">Outsiders Anonymous</a>	TX	\$204,614	Program Director	\$30,000	<b>\$31,998</b>	2023
<a href="#">Substance Abuse Coalition Of</a>	FL	\$174,512	Ceo	\$100,000	<b>\$97,295</b>	2024
<a href="#">Hanani House</a>	MO	\$209,092	Director Of	\$21,112	<b>\$23,159</b>	2024
<a href="#">Dallas Intergroup Association</a>	TX	\$171,502	Office Manager	\$57,758	<b>\$59,838</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Addiction Recovery Institute</a>	NC	\$211,585	President	\$24,000	<b>\$26,442</b>	2023
<a href="#">Lifeboat Addiction Recovery Services</a>	MI	\$212,025	Executive Director	\$9,700	<b>\$10,369</b>	2024
<a href="#">Life Houses Inc</a>	MT	\$168,595	Executive Dir.	\$21,055	<b>\$23,506</b>	2024
<a href="#">Impactful Changes Inc</a>	MD	\$214,869	Ceo	\$25,000	<b>\$24,207</b>	2024
<a href="#">Life Change Centers</a>	TX	\$215,002	President	\$15,461	<b>\$16,018</b>	2024
<a href="#">North Fayette Valley Community</a>	IA	\$166,740	Mentor Coord	\$11,036	<b>\$12,885</b>	2023
<a href="#">Gateway House Inc</a>	OH	\$215,484	Executive Director (From 6/22)	\$63,312	<b>\$71,501</b>	2023
<a href="#">Beech Grove Comprehensive Drug-free</a>	IN	\$164,073	Executive Di	\$50,394	<b>\$55,040</b>	2024
<a href="#">A Place Of Comfort Inc</a>	CA	\$220,156	Executive Dir.	\$75,500	<b>\$69,515</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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>78</b> organizations. Compensation range \$247–\$136,139; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$190,969); for reference, expenses \$286,168 and assets \$26,500. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Michael Tillem, reported title <i>"EXEC. DIRECTOR/PRESIDENT"</i> , 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.
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	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	33 <sup>rd</sup>
All sources (D + E + F), adjusted	51 <sup>st</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 (Michael Tillem) 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 78 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,758 is reasonable (approximately the 54<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.