

# Recovery Coalition Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Joe Moore, Executive Director / CEO** (\$19,065) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Joe Moore — reported title “Staff”, 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 (P20).

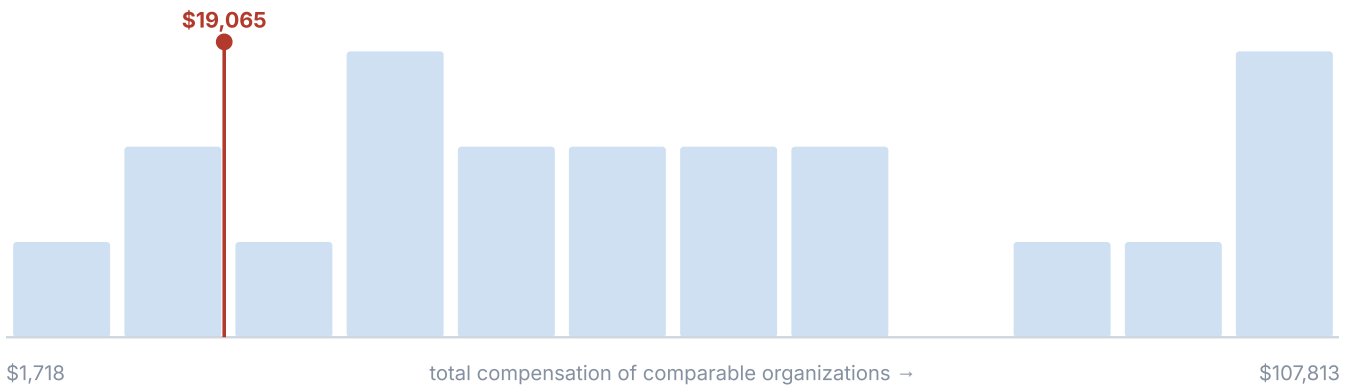
**BUDGET** Total revenue between \$316,433 and \$708,433 — 0.67x to 1.50x the subject's \$472,289 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20) + IN + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,083	\$32,487	\$48,796	\$69,870	\$102,652	\$19,065
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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 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
<a href="#">Summit Equestrian Center Inc</a>	IN	\$467,984	Executive Di	\$35,524	<b>\$36,573</b>	2023
<a href="#">Family And Children's Center</a>	IN	\$464,973	Dir- Operati	\$1,718	<b>\$1,718</b>	2024
<a href="#">Indiana Breast Cancer Awareness Trust</a>	IN	\$451,354	Executive Director	\$55,596	<b>\$57,238</b>	2023
<a href="#">East Allen Family Resource</a>	IN	\$500,372	Executive Di	\$99,550	<b>\$102,490</b>	2023
<a href="#">Chin Community Of Indiana</a>	IN	\$420,441	Executive Director	\$65,000	<b>\$65,000</b>	2024
<a href="#">Helping Heroes Of America</a>	IN	\$417,423	President	\$43,500	<b>\$44,785</b>	2023
<a href="#">Mission Guatemala Inc</a>	IN	\$528,926	Executive Di	\$48,169	<b>\$49,592</b>	2023
<a href="#">Assist Indiana Inc</a>	IN	\$410,156	Executive Director	\$41,434	<b>\$41,434</b>	2024
<a href="#">Ozanam Family Shelter Corp</a>	IN	\$549,440	Executive Director	\$64,560	<b>\$64,560</b>	2024
<a href="#">Project Rouj Corporation</a>	IN	\$552,432	Ceo	\$48,000	<b>\$48,000</b>	2024
<a href="#">Inner City Hope Corporation</a>	IN	\$385,862	Executive Di	\$16,000	<b>\$16,000</b>	2024
<a href="#">Trimedx Foundation Inc</a>	IN	\$562,250	Foundation Director	\$104,108	<b>\$104,108</b>	2024
<a href="#">Indiana Women In Need Foundation Inc</a>	IN	\$563,891	Executive Director	\$33,000	<b>\$33,000</b>	2024
<a href="#">Evolve International Inc</a>	IN	\$379,309	Executive Director	\$58,290	<b>\$58,290</b>	2024
<a href="#">District 10 Hospital Preparedness</a>	IN	\$343,970	Secretary	\$26,000	<b>\$26,000</b>	2024
<a href="#">Innermission Inc</a>	IN	\$330,274	Executive/director	\$30,059	<b>\$30,947</b>	2023
<a href="#">Out Of A Jam Inc</a>	IN	\$326,932	Executive Di	\$90,160	<b>\$90,160</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Meals On Wheels Of Hendricks County Inc</a>	IN	\$322,504	Executive Director	\$17,789	<b>\$18,314</b>	2023
<a href="#">Lafayette Square Area Coalition</a>	IN	\$648,658	Executive Director	\$104,720	<b>\$107,813</b>	2023
<a href="#">Alive Community Outreach Inc</a>	IN	\$694,250	Executive Director	\$84,480	<b>\$84,480</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	20 organizations. Compensation range \$1,718–\$107,813; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$472,289); for reference, expenses \$142,447 and assets \$395,092. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Joe Moore, reported title " <i>Staff</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	1 peer 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	<b>15<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>15<sup>th</sup></b>

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Reportable pay only (column D), adjusted

15<sup>th</sup>

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All sources (D + E + F), adjusted

10<sup>th</sup>

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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

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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 (Joe Moore) 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 20 similarly situated organizations (Same NTEE sector (P20) + IN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,065 is reasonable (approximately the 15<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.