

# Wings Of Hope Recovery Services

Executive Director / CEO

EIN 823426089

OH · NTEE F20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maxine Malone, Executive Director / CEO** (\$72,332) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86<sup>th</sup>** percentile of comparable organizations within the typical range

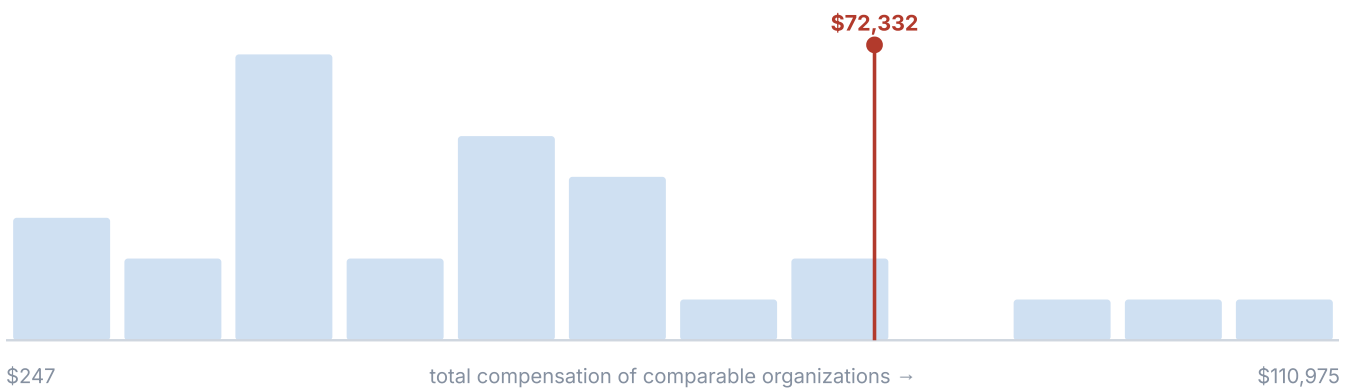
**Benchmarked executive:** Maxine Malone — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$85,772 and \$192,028 — 0.67x to 1.50x the subject's \$128,019 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

**29** organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,737	\$21,762	\$38,190	\$54,549	\$76,602	\$72,332
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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 OH 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="#">Richmondwayne County Halfway House</a>	IN	\$127,551	Program Director	\$40,711	<b>\$40,534</b>	2024
<a href="#">Alaska Therapeutic Court Alumni</a>	AK	\$129,360	Executive Di	\$1,350	<b>\$1,219</b>	2024
<a href="#">Above &amp; Beyond Care</a>	OH	\$124,516	Ceo	\$110,975	<b>\$110,975</b>	2024
<a href="#">Seeds Of Faith</a>	AL	\$132,226	President	\$16,400	<b>\$17,222</b>	2023
<a href="#">Lee County Coalition For A Drug Free Swfl</a>	FL	\$136,510	Executive Director	\$61,584	<b>\$54,622</b>	2024
<a href="#">Recovery Support And Personal Growth Alliance Inc</a>	TN	\$139,950	Executive Director	\$25,910	<b>\$26,473</b>	2023
<a href="#">Casa Juan Pablo li Inc</a>	PR	\$140,713	President	\$247	<b>\$247</b>	2024
<a href="#">Fountain Hills Youth Substance Abuse Prev Coalition</a>	AZ	\$141,379	Executive Director	\$27,550	<b>\$25,755</b>	2023
<a href="#">Strategies For Change</a>	CA	\$114,061	Director	\$38,295	<b>\$32,143</b>	2023
<a href="#">Oklahoma Harm Reduction Alliance</a>	OK	\$146,387	Executive Di	\$24,818	<b>\$25,802</b>	2024
<a href="#">Family And Children's Center Inc</a>	IN	\$108,817	Dir Of Bus -	\$36,085	<b>\$35,928</b>	2024
<a href="#">Speakup About Drugs</a>	AR	\$105,249	Executive Director	\$44,804	<b>\$47,549</b>	2024
<a href="#">Ocl Properties li Inc</a>	NY	\$153,420	Chief Financial Officer	\$73,290	<b>\$62,528</b>	2024
<a href="#">Pittsburgh Area Central Office Inc</a>	PA	\$156,990	Administrato	\$49,197	<b>\$46,321</b>	2024
<a href="#">The Shed Inc</a>	AL	\$157,435	President	\$25,284	<b>\$25,790</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Beech Grove Comprehensive Drug-free</a>	IN	\$164,073	Executive Di	\$50,394	<b>\$50,175</b>	2024
<a href="#">Foundations In Recovery Inc</a>	CA	\$91,231	Exec Director	\$90,250	<b>\$73,579</b>	2024
<a href="#">Pyramid Recovery Center</a>	TN	\$89,578	Executive Director	\$22,508	<b>\$21,762</b>	2025
<a href="#">North Fayette Valley Community</a>	IA	\$166,740	Mentor Coord	\$11,036	<b>\$11,746</b>	2023
<a href="#">Life Houses Inc</a>	MT	\$168,595	Executive Dir.	\$21,055	<b>\$21,428</b>	2024
<a href="#">Dallas Intergroup Association</a>	TX	\$171,502	Office Manager	\$57,758	<b>\$54,549</b>	2024
<a href="#">Substance Abuse Coalition Of</a>	FL	\$174,512	Ceo	\$100,000	<b>\$88,696</b>	2024
<a href="#">Concho Valley Turning Point</a>	TX	\$177,344	Executive Director	\$45,000	<b>\$43,755</b>	2023
<a href="#">T Whitehead Recovery Center</a>	OH	\$179,273	Director	\$21,000	<b>\$21,000</b>	2024
<a href="#">Tennessee Jail Chemical</a>	TN	\$185,436	President	\$6,750	<b>\$6,699</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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** 29 organizations. Compensation range \$247–\$110,975; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$128,019); for reference, expenses \$182,008 and assets \$210,888. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Maxine Malone, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

**board should confirm this is a comparable role.**

RELATED-ORG PAY	4 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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	72 <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 (Maxine Malone) 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 29 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,332 is reasonable (approximately the 86<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.