

Ccb Foundation Inc

Executive Director / CEO

EIN 824243941
 MA · NTEE F20
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Molly Morrison, Executive Director / CEO** (\$1) against **every comparable organization** that fit the selection criteria — **147** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

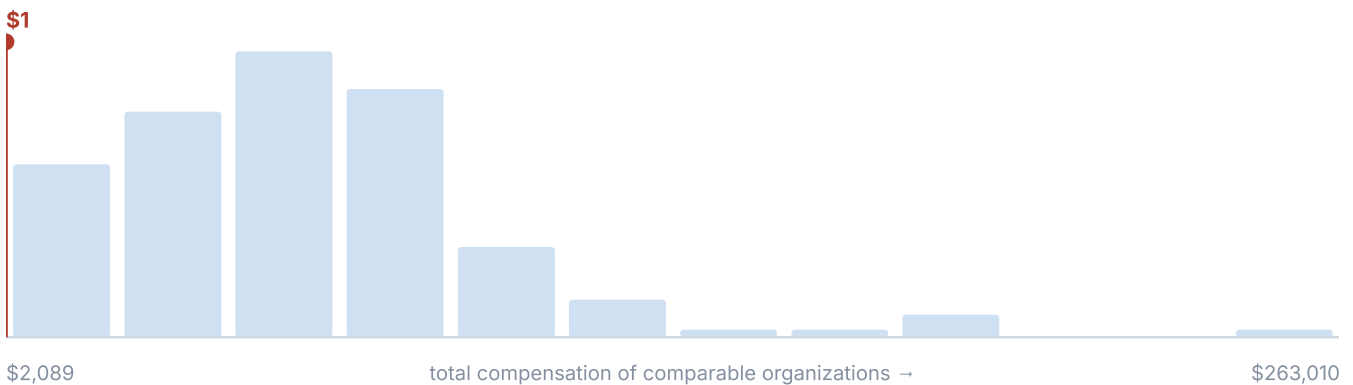
Benchmarked executive: Molly Morrison — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$240,761 and \$539,017 — 0.67x to 1.50x the subject's \$359,345 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

147 organizations qualified on sector, size, and geography → **147** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,512	\$36,410	\$59,029	\$79,865	\$97,001	\$1
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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
New Hampshire Lawyers Assistance Program	NH	\$359,591	Executive Director	\$103,200	\$106,042	2024
Recover Houses Of Rochester Inc	NY	\$357,174	Chairman	\$55,200	\$55,508	2024
Love And Respect Community For Recovery And Wellness Inc	NC	\$365,288	Executive Director	\$69,712	\$80,158	2024
Calibrate A Non Profit Corporation	CA	\$351,799	Executive Director	\$22,800	\$21,344	2025
Phoenix House Foundation Inc	NY	\$350,690	President & Ceo	\$67,941	\$68,320	2024
San Francisco Drug Users Union	CA	\$368,545	Executive Dir.	\$37,500	\$36,035	2024
Walton Empowers Inc	GA	\$348,876	Director	\$75,821	\$87,344	2023
Western Maine Addiction Recovery Initiative	ME	\$369,918	Executive Director	\$62,060	\$71,197	2023
The So That Project Nfp	IL	\$347,258	Executive Di	\$63,403	\$69,365	2024
Safe Place Treatment Services Corporation	FL	\$346,878	Ceopresident	\$39,000	\$40,771	2024
Revive Inc	NE	\$346,687	Executive Director	\$43,728	\$53,885	2023
Natso Foundation Inc	VA	\$346,497	Executive Director	\$151,169	\$162,428	2024
Stepping Stones Behavioral Health	MT	\$372,199	Executive Dir.	\$36,400	\$44,953	2023
Drug Free Marion County	IN	\$372,229	Executive Director	\$88,250	\$106,624	2023
Choice Recovery Coaching Inc	MA	\$373,136	Alves	\$46,800	\$46,800	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
A Peace Of Mind Sl Corporation	CA	\$377,191	President	\$64,800	\$62,268	2024
Grit & Grace A Recovery Community Organization Inc	GA	\$339,830	Executive Director	\$60,000	\$67,135	2024
Yuba Harm Reduction Collective	CA	\$339,385	Co-director	\$50,230	\$48,267	2024
Recovery Advocacy Warriors	MI	\$338,556	Executive Di	\$75,250	\$86,434	2024
Community Drug Coalition	NM	\$338,126	Executive Di	\$77,668	\$90,565	2025
Lawyers Concerned For Lawyers-	CT	\$336,990	Executive Director	\$95,000	\$99,122	2024
Care Resources Inc	NC	\$383,862	Director	\$26,500	\$31,371	2023
Welcoming Light Inc	NH	\$334,373	President & Ceo (End 10/2022)	\$34,771	\$36,784	2023
Marwin Counseling Services Inc	AL	\$333,220	Director	\$10,770	\$12,948	2024
8 Oaks Inc	TN	\$333,043	Chief Executive Officer	\$24,000	\$28,903	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 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.

● Sample, role match & sensitivity

PEER COUNT **147** organizations. Compensation range \$2,089–\$263,010; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$359,345); for reference, expenses \$365,583 and assets \$685,803.

ROLE MATCH	Molly Morrison, reported title " <i>TREASURER</i> ", 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	6 peers 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	2 nd
All sources (D + E + F), adjusted	0 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 (Molly Morrison) 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 147 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1 is reasonable (approximately the 0th 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.