

Unity Recovery Services Inc

Executive Director / CEO

EIN 825177761

WI · NTEE F20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Todd Vander Galien, Executive Director / CEO** (\$69,588) against **every comparable organization** that fit the selection criteria — **143** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

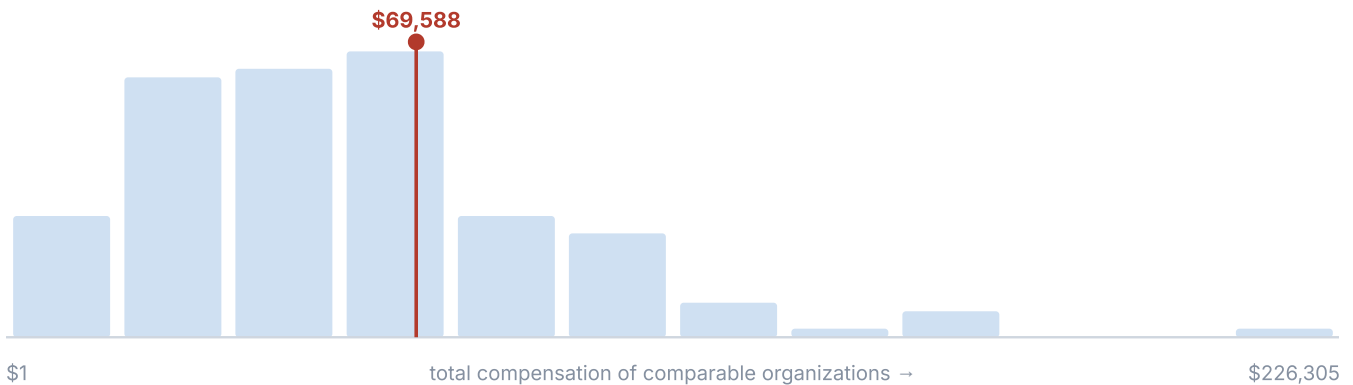
Benchmarked executive: Todd Vander Galien — reported title “COEXECUTIVE”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$330,581 and \$740,107 — 0.67x to 1.50x the subject's \$493,405 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

143 organizations qualified on sector, size, and geography → **143** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,910	\$34,047	\$54,282	\$74,848	\$100,298	\$69,588
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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 WI 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
Minnesota Cit Officers Association	MN	\$493,661	Executive Director	\$52,923	\$51,551	2023
A Vision For You Inc	KY	\$494,144	President - Sr Program Director	\$62,100	\$68,467	2022
Lubbock Lighthouse	TX	\$491,889	Director	\$15,290	\$14,268	2025
Urban Community Action Network	CA	\$490,270	Executive Director	\$195,834	\$161,920	2024
Coalition Pathways Inc	PA	\$497,397	President	\$81,117	\$77,456	2024
Sea Change	CA	\$501,728	President	\$47,000	\$40,008	2023
Livingproof Recovery Inc	GA	\$502,535	Executive Director	\$53,807	\$53,334	2023
Mission House Ministry	WA	\$483,616	Board Member - Mentoring	\$54,146	\$46,418	2024
Crossreach	FL	\$503,464	President	\$180,000	\$166,696	2023
Truth Pharm Inc	NY	\$483,136	Executive Director	\$71,455	\$61,826	2024
Morgan Behavioral Health Choices	OH	\$483,105	Executive Di	\$50,963	\$53,211	2023
Massachusetts Alliance For Sober Housing Inc	MA	\$481,940	Treasurer	\$4,500	\$3,986	2023
Key Bridge Inc	FL	\$481,903	President	\$168,000	\$155,582	2023
Mayes County Hope Coalition	OK	\$505,602	Executive Director	\$28,333	\$29,873	2024
Porter County Substance Abuse Council	IN	\$480,751	Executive Director/ceo	\$91,900	\$95,538	2023
West Coast Sober Housing	OR	\$508,789	Pres/treas/e.d.	\$11,440	\$10,173	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of Recovery Nh	NH	\$509,806	Executive Di	\$22,500	\$19,893	2024
One World Recovery Network	TX	\$475,740	Chief Executive Officer	\$31,818	\$30,476	2024
Be A Part Of The Conversation	PA	\$472,441	Executive Di	\$72,504	\$71,277	2023
Faith And Grace Inc	AZ	\$514,881	Treasurer	\$18,705	\$17,733	2023
Exodus 14 Ministries Inc	TN	\$471,025	President	\$32,534	\$32,745	2024
Alabama Safety Institute Inc	AL	\$515,927	Executive Director	\$49,136	\$50,828	2024
Responsible Hospitality Institute Inc	CA	\$518,236	President	\$14,308	\$11,830	2024
Stalwart Clean And Sober	CA	\$466,269	Ceo	\$62,520	\$53,220	2023
Washed Clean Addiction & Recovery Ministries	SD	\$465,327	President	\$48,000	\$50,724	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 143 organizations. Compensation range \$1–\$226,305; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$493,405); for reference, expenses \$503,978 and assets \$105,964.

ROLE MATCH Todd Vander Galien, reported title *"COEXECUTIVE"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	69 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	64 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 (Todd Vander Galien) 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 10, 2026, comparing compensation against 143 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,588 is reasonable (approximately the 69th 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 10, 2026.