

Manes And Miracles

Executive Director / CEO

EIN 825409126

AZ · NTEE F70

FY ending 2025-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Lindsey Pittman, Executive Director / CEO** (\$29,463) against **every comparable organization** that fit the selection criteria — **790** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

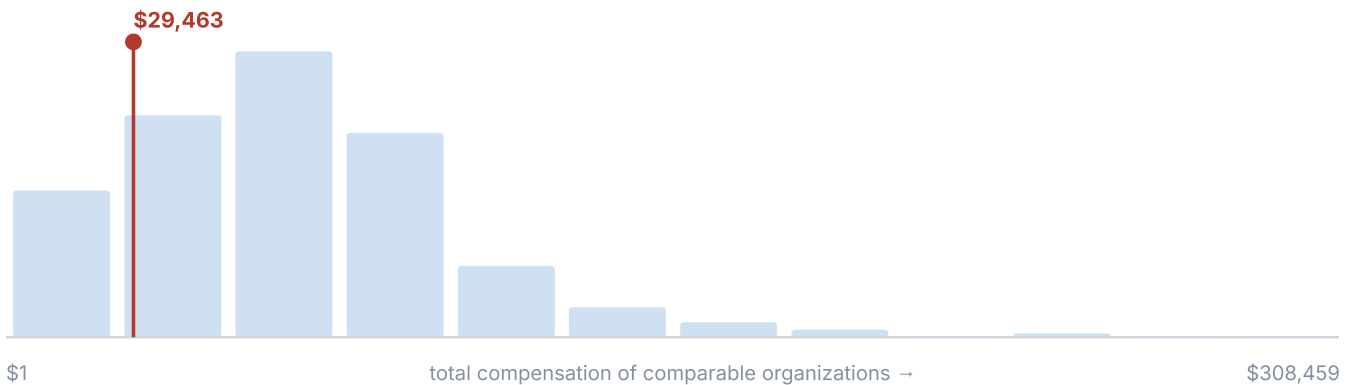
Benchmarked executive: Lindsey Pittman — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F70).
BUDGET	Total revenue between \$233,160 and \$522,001 — 0.67x to 1.50x the subject's \$348,001 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

790 organizations qualified on sector, size, and geography → **790** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,360	\$37,300	\$63,280	\$85,854	\$110,450	\$29,463
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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 AZ 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
Jersey Shore Dream Center	NJ	\$347,790	Secretary	\$9,269	\$8,833	2024
Intercounty Fellowship Of	CA	\$348,275	Executive Director	\$146,792	\$139,283	2023
Marin Healthy Youth Partnerships	CA	\$347,416	President	\$91,345	\$82,016	2025
The So That Project Nfp	IL	\$347,258	Executive Di	\$63,403	\$66,529	2024
Walton Empowers Inc	GA	\$348,876	Director	\$75,821	\$83,772	2023
Inner Journey Healing Arts Center	OR	\$348,937	Secretary Treasurer	\$58,075	\$56,078	2025
The Transition House Of Indiana Inc	FL	\$346,921	Ceo	\$3,773	\$3,783	2024
Safe Place Treatment Services Corporation	FL	\$346,878	Ceopresident	\$39,000	\$39,104	2024
The Relationship Resource	CA	\$349,231	Executive Dir.	\$57,457	\$54,518	2023
Trauma-informed Utah	UT	\$346,759	Interim Executive Director	\$52,470	\$55,839	2025
Revive Inc	NE	\$346,687	Executive Director	\$43,728	\$51,681	2023
Natso Foundation Inc	VA	\$346,497	Executive Director	\$151,169	\$155,785	2024
Project Opioid Initiative Inc	FL	\$349,569	President	\$27,973	\$28,047	2024
Virginia Law Enforcement Assistant	VA	\$346,111	Director	\$28,125	\$29,840	2023
Christine Ortoll Recovery	FL	\$346,095	Director/pro	\$81,555	\$87,639	2022
Insight Treatment Program Inc	AL	\$350,179	Executive Di	\$67,192	\$77,476	2024
Sapientia Initiative Inc	NY	\$345,725	Executive Dir.	\$72,681	\$70,097	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rise Homes	NV	\$350,474	President	\$9,025	\$9,940	2023
Phoenix House Foundation Inc	NY	\$350,690	President & Ceo	\$67,941	\$65,526	2024
The Arc Of Lancaster County	PA	\$351,137	Executive Director	\$49,846	\$51,686	2025
Overton County Anti-drug Coalition Inc	TN	\$344,408	Director	\$100,053	\$112,248	2024
Calibrate A Non Profit Corporation	CA	\$351,799	Executive Director	\$22,800	\$20,471	2025
Kevins Song A Nonprofit Community	MI	\$351,952	Executive Dir.	\$54,087	\$59,585	2024
Whole Village Art Therapy Inc	LA	\$344,011	Executive Director	\$2,971	\$3,492	2024
Northern Appalachian Teen Challenge Inc	WV	\$352,762	Executive Director	\$52,000	\$60,093	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2025 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 AZ 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	790 organizations. Compensation range \$1–\$308,459; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$348,001); for reference, expenses \$356,251 and assets \$119,613.
ROLE MATCH	Lindsey Pittman, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 22 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	17 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	14 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 (Lindsey Pittman) 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 790 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,463 is reasonable (approximately the 17th 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.