

# Community Resilience Initiative

Executive Director / CEO

EIN 832485106  
 WA · NTEE F30  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Richard Griffin, Executive Director / CEO** (\$36,256) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

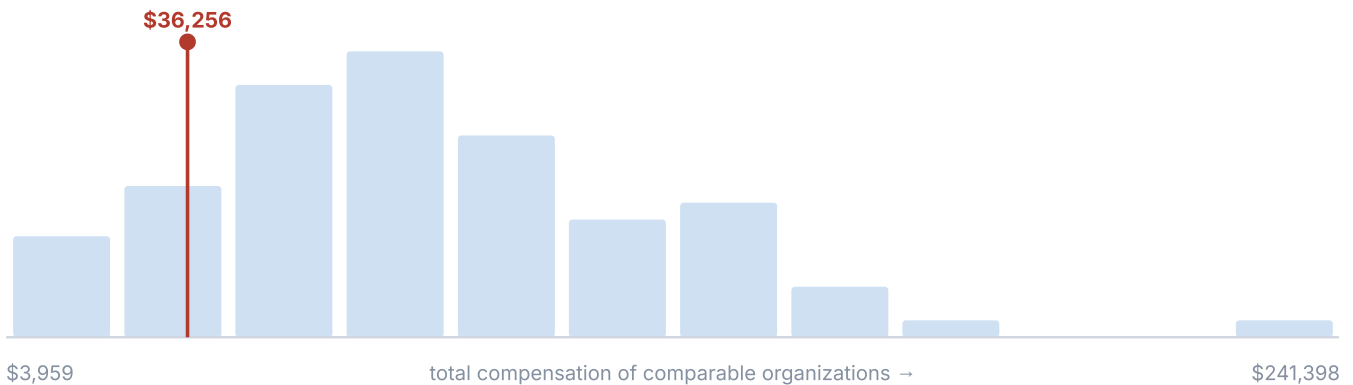
**Benchmarked executive:** Richard Griffin — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F30).
BUDGET	Total revenue between \$302,377 and \$676,965 — 0.67x to 1.50x the subject's \$451,310 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

**79** organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$30,028	\$47,129	\$77,776	\$101,148	\$134,653	<b>\$36,256</b>
----------	----------	----------	-----------	-----------	-----------------



## ● 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 WA 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="#">K9s On The Front Line</a>	ME	\$449,827	Co-founder	\$41,760	<b>\$46,706</b>	2024
<a href="#">Spirit - Peers For Independence &amp;</a>	CA	\$448,235	Executive Dir.	\$40,312	<b>\$40,029</b>	2023
<a href="#">The Mindcap Center Inc</a>	IN	\$446,131	Executive Di	\$71,221	<b>\$86,368</b>	2023
<a href="#">Sana Healing Collective</a>	IL	\$456,802	President	\$51,200	<b>\$56,222</b>	2024
<a href="#">Lifespan Nj Inc</a>	NJ	\$445,659	Director Of Op.	\$57,692	<b>\$57,533</b>	2024
<a href="#">Yuan Tze Ren Xue Center</a>	CA	\$444,743	President/board Member	\$52,000	<b>\$50,153</b>	2024
<a href="#">Vermont Federation Of Families For Children's Mental Health Inc</a>	VT	\$458,244	Executive Director	\$68,457	<b>\$74,977</b>	2025
<a href="#">East Nashville Wellness Center</a>	TN	\$444,298	Cmo/president	\$99,198	<b>\$116,464</b>	2024
<a href="#">Fortaleza Atravez Barreras</a>	OR	\$465,891	Executive Director	\$11,900	<b>\$12,707</b>	2023
<a href="#">21 Roots Farm</a>	MN	\$433,211	Cofounder Board	\$26,667	<b>\$30,301</b>	2023
<a href="#">Community Counseling Center Of Central</a>	CT	\$430,983	Clinical Direct	\$75,010	<b>\$80,875</b>	2023
<a href="#">Mercy House Of Meadville Inc</a>	PA	\$425,491	President	\$71,413	<b>\$81,892</b>	2023
<a href="#">Margin To Center Consulting</a>	WA	\$423,522	Executive Dir.	\$24,423	<b>\$24,423</b>	2024
<a href="#">Rise Corp</a>	MI	\$422,111	President	\$91,355	<b>\$105,320</b>	2024
<a href="#">Carter Issac Enterprises Inc</a>	IN	\$418,210	Board Member	\$61,461	<b>\$72,393</b>	2024
<a href="#">Altruistic Recovery Llc</a>	OR	\$487,451	Ed President	\$45,036	<b>\$46,714</b>	2024
<a href="#">Hope Counseling Services Of Chapel Hill</a>	NC	\$495,153	Executive Director	\$84,028	<b>\$96,976</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Care Counselors Incorporated</a>	CA	\$407,349	Director, President	\$94,948	<b>\$94,280</b>	2023
<a href="#">Warrior Built Foundation Inc</a>	CA	\$406,983	President	\$35,102	<b>\$33,855</b>	2024
<a href="#">Grace Christian Counseling Center</a>	MS	\$405,957	Executive Director	\$58,325	<b>\$74,699</b>	2023
<a href="#">Lakes Region Consumer Advisory Board</a>	NH	\$499,112	Executive Director	\$59,950	<b>\$61,829</b>	2024
<a href="#">Electric City Counseling</a>	PA	\$403,486	President/ceo	\$101,105	<b>\$112,615</b>	2024
<a href="#">The Barbara Stone Foundation</a>	SC	\$397,466	Executive Director	\$81,000	<b>\$91,951</b>	2025
<a href="#">Planned Lifetime Assistance Network Ca</a>	CA	\$506,925	Secretary	\$139,138	<b>\$134,195</b>	2024
<a href="#">The Equus Effect Inc</a>	CT	\$393,223	Executive Director/board M	\$31,665	<b>\$33,161</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	79 organizations. Compensation range \$3,959–\$241,398; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$451,310); for reference, expenses \$441,822 and assets \$137,490.
ROLE MATCH	Richard Griffin, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	11 <sup>th</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 (Richard Griffin) 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 79 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,256 is reasonable (approximately the 14<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.