

Recovery Cafe Dc

Executive Director / CEO

EIN 832585355

DC · NTEE F20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jacqueline Conerly, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **137** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

Benchmarked executive: Jacqueline Conerly — reported title “CEO/BOARD SECRETARY”, 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).

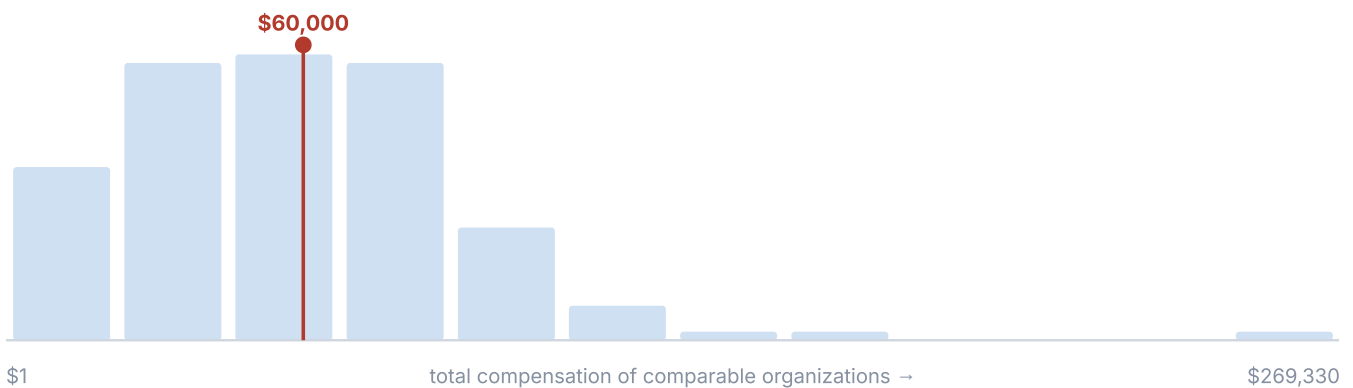
BUDGET Total revenue between \$209,952 and \$470,043 — 0.67x to 1.50x the subject's \$313,362 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

137 organizations qualified on sector, size, and geography

→ **137** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$18,253	\$34,955	\$58,252	\$76,973	\$97,562	\$60,000
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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 DC 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
Good Samaritans Of San Diego	CA	\$311,063	Director	\$52,000	\$51,169	2024
Schoharie County Council On Alcohol And	NY	\$315,674	Executive Dir.	\$27,000	\$27,803	2024
Lifeline Rehabilitation And Prevention Center	CA	\$315,877	Case Manager	\$24,358	\$23,969	2024
Unicoi County Prevention Coalition Inc	TN	\$322,089	Director	\$57,183	\$68,496	2024
Greater Spokane Substance Abuse Council	WA	\$303,768	Executive Director	\$79,132	\$83,119	2023
Lotus Recovery Homes Inc	WI	\$323,079	Executive Director	\$52,291	\$64,071	2023
Arise Addiction Recovery Inc	ME	\$302,800	President	\$55,120	\$62,897	2024
Darjune Foundation Inc	WI	\$324,627	President	\$17,380	\$20,684	2024
Mstepp Inc	AZ	\$301,816	Program Director	\$91,678	\$97,884	2025
Go The Distance	OR	\$301,000	Executive Director	\$67,061	\$73,065	2023
Miami Recovery Project Inc	FL	\$297,774	Executive Di	\$70,000	\$74,937	2024
Freedom House Ministries Inc	OR	\$329,121	Pres/exec Dir	\$78,915	\$83,513	2024
New Hope Philly Inc	PA	\$296,738	Executive Director	\$64,971	\$73,834	2024
Still Worthy Inc	SC	\$295,655	Co-founder	\$13,790	\$16,878	2023
U-turn For Christ New Mexico	NM	\$331,246	Pastor	\$32,100	\$40,506	2023
2nd Chance Ministry Inc	FL	\$331,454	Director	\$25,000	\$27,553	2023
Decatur Prevention Initiative Inc	GA	\$295,167	Executive Director	\$98,998	\$116,783	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Point Of Return Inc	SC	\$332,201	President	\$58,455	\$71,547	2023
Park County Court Supervised	WY	\$332,427	Director	\$7,629	\$9,309	2024
Anything Helps	MN	\$294,114	Executive Director	\$16,808	\$18,926	2024
8 Oaks Inc	TN	\$333,043	Chief Executive Officer	\$24,000	\$29,597	2023
Marwin Counseling Services Inc	AL	\$333,220	Director	\$10,770	\$13,259	2024
Welcoming Light Inc	NH	\$334,373	President & Ceo (End 10/2022)	\$34,771	\$37,668	2023
Lawyers Concerned For Lawyers-	CT	\$336,990	Executive Director	\$95,000	\$101,504	2024
Community Drug Coalition	NM	\$338,126	Executive Di	\$77,668	\$92,741	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	137 organizations. Compensation range \$1–\$269,330; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$313,362); for reference, expenses \$359,104 and assets \$934,233.
ROLE MATCH	Jacqueline Conerly, reported title " <i>CEO/BOARD SECRETARY</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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	50 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	50 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 (Jacqueline Conerly) 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 137 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 50th 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.