

Washed Clean Addiction & Recovery Ministries

Executive Director / CEO

EIN 832620535

SD · NTEE F20

FY ending 2024-11-30

June 10, 2026

This analysis benchmarks the total compensation of **Craig Allen Nichols, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

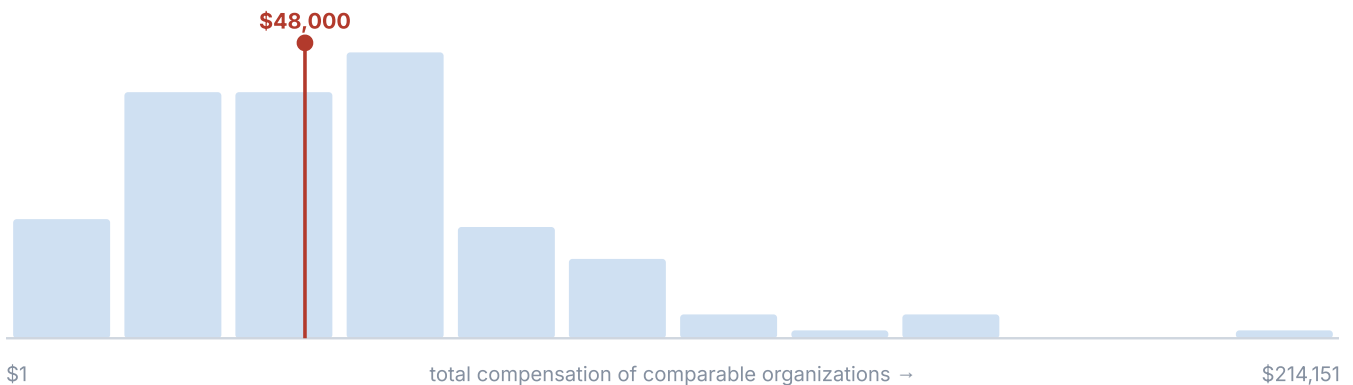
Benchmarked executive: Craig Allen Nichols — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$311,769 and \$697,990 — 0.67x to 1.50x the subject's \$465,327 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

145 organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,957 10TH	\$31,218 25TH	\$51,123 MEDIAN	\$69,853 75TH	\$92,981 90TH	\$48,000 THIS ORG · 43RD
-------------------------	-------------------------	---------------------------	-------------------------	-------------------------	------------------------------------



● 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 SD 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
Stalwart Clean And Sober	CA	\$466,269	Ceo	\$62,520	\$50,362	2023
Humanity United With God For Sociey	GA	\$463,235	Executive Director	\$102,000	\$92,929	2024
180 Ranch Inc	TX	\$460,981	Executive Director	\$50,000	\$45,319	2024
Exodus 14 Ministries Inc	TN	\$471,025	President	\$32,534	\$30,986	2024
Be A Part Of The Conversation	PA	\$472,441	Executive Di	\$72,504	\$67,449	2023
Mission 61 Inc	MN	\$457,543	President/ce	\$21,200	\$19,541	2023
One World Recovery Network	TX	\$475,740	Chief Executive Officer	\$31,818	\$28,839	2024
Shalom House Ministries Inc	SC	\$451,156	Executive Director/president	\$52,530	\$51,123	2023
Recoverywerks	TX	\$450,983	Executive Dir.	\$57,692	\$52,291	2024
Sea Change Recovery Community	NJ	\$450,113	President	\$86,539	\$70,010	2024
Recovery Advocates In Livingston Inc	MI	\$449,928	Director	\$49,525	\$46,318	2024
Porter County Substance Abuse Council	IN	\$480,751	Executive Director/ceo	\$91,900	\$90,407	2023
Palmetto Recovery Of Charleston	SC	\$449,521	President	\$52,350	\$49,485	2024
Christian Love Ministries Inc	NC	\$449,460	Executive Di	\$57,485	\$55,409	2023
Quabbin Healthcare Inc	MA	\$449,103	Past President/ceo	\$61,276	\$51,367	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Key Bridge Inc	FL	\$481,903	President	\$168,000	\$147,227	2023
Massachusetts Alliance For Sober Housing Inc	MA	\$481,940	Treasurer	\$4,500	\$3,772	2023
Wow Transition House Inc	TN	\$448,460	Executive Di	\$76,021	\$70,538	2025
The Robert W Maxwell Memorial	PA	\$448,331	Executive Vp	\$96,693	\$87,371	2024
Morgan Behavioral Health Choices	OH	\$483,105	Executive Di	\$50,963	\$50,353	2023
Truth Pharm Inc	NY	\$483,136	Executive Director	\$71,455	\$58,505	2024
Any Positive Change Incorporated	CA	\$447,100	Executive Di	\$93,240	\$72,952	2024
New Start Program	OR	\$447,079	Officer	\$247,200	\$214,151	2023
Mission House Ministry	WA	\$483,616	Board Member - Mentoring	\$54,146	\$43,925	2024
Giving Recovery A Chance Everyday	IN	\$445,528	Director	\$6,750	\$6,640	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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 **145** organizations. Compensation range \$1–\$214,151; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$465,327); for reference, expenses \$394,279 and assets \$1,382,679.

ROLE MATCH	Craig Allen Nichols, reported title " <i>President</i> ", 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	43 rd
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	40 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 (Craig Allen Nichols) 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 145 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 43rd 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.