

This analysis benchmarks the total compensation of **Alexandra Farrugia, Executive Director / CEO** (\$43,895) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

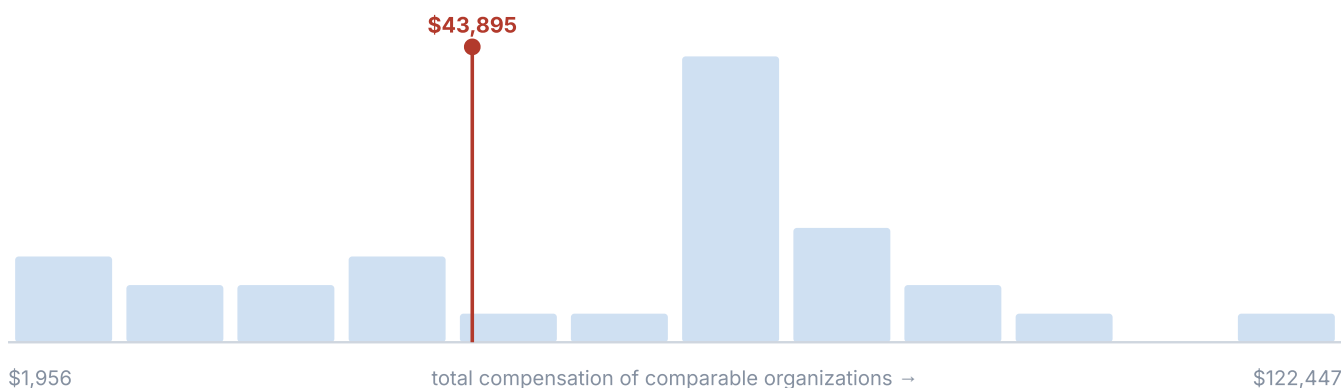
Benchmarked executive: Alexandra Farrugia — reported title “COO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F21).
BUDGET	Total revenue between \$143,495 and \$321,259 — 0.67x to 1.50x the subject's \$214,173 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F21), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,848	\$34,243	\$63,429	\$72,957	\$83,713	\$43,895
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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 GA 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
Peer Coalition Inc	NY	\$215,000	Director	\$65,875	\$59,202	2024
Ben's Friends	SC	\$224,219	Vice President	\$75,000	\$80,115	2023
Birdielight	OH	\$203,383	Co-founder	\$22,769	\$24,693	2023
Campbell County Drug Free Alliance	KY	\$225,002	Executive Director	\$81,927	\$90,125	2023
Oasis Recovery Community	GA	\$202,208	Secretary/tr	\$18,200	\$21,068	2021
Pickaway Addiction Action Coalition	OH	\$226,884	Coalition Administrator	\$31,200	\$32,865	2024
Community Living Above	OR	\$201,413	Board Director And Executive Director	\$73,481	\$67,866	2024
Broward County Intergroup Inc	FL	\$233,902	Executive Dir.	\$66,634	\$62,256	2024
Boone County Prevention &	IA	\$234,876	Executive Dir.	\$57,132	\$64,053	2023
Mi Chiantla	WA	\$191,301	President	\$83,736	\$76,763	2023
Wswa Educational Foundation Inc	DC	\$240,275	Secretary	\$83,620	\$75,135	2023
Portland Area Intergroup Inc	OR	\$186,364	Office Manager	\$68,000	\$62,804	2024
Cmc Initiative Inc	GA	\$248,403	Executive Dir.	\$83,000	\$83,000	2024
Hillsborough County Anti-drug Alliance Inc	FL	\$177,178	Ceo	\$66,734	\$62,350	2024
Suffit Inc	LA	\$175,539	President	\$1,899	\$2,080	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Angels At Risk	CA	\$259,116	President	\$138,490	\$122,447	2023
National Woman's Christian Temperance	IL	\$169,019	President	\$2,000	\$1,956	2024
Educational Alternatives	OK	\$259,532	Executive Director	\$86,056	\$94,243	2024
Road Radio Usa Inc	PA	\$162,818	President	\$72,000	\$73,519	2023
Lifeline-connect Inc	IL	\$268,033	Exec Dir	\$12,000	\$11,733	2024
Lets Be Clear Georgia Inc	GA	\$274,503	Executive Dir.	\$27,616	\$27,616	2024
The Shepherds Fold Ministry Inc	AR	\$276,142	Exec Director	\$56,012	\$64,466	2023
Standing Together On Meth	TX	\$151,756	Research & D	\$38,576	\$38,378	2024
The Pier Foundation	GA	\$282,695	Vice Chairma	\$68,296	\$68,296	2024
Denver Area Central Committee A A	CO	\$143,824	Office Manager	\$66,080	\$64,879	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 30 organizations. Compensation range \$1,956–\$122,447; filing years 2021–2024.

SIZE BASIS Matched on total revenue (\$214,173); for reference, expenses \$278,806 and assets \$1,239,777.

ROLE MATCH Alexandra Farrugia, reported title "COO", 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 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	33 rd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	33 rd

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 (Alexandra Farrugia) 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 30 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,895 is reasonable (approximately the 33rd 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.