

Bee Cave Recovery

Executive Director / CEO

EIN 834037658

TX · NTEE F50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James Anderson, Executive Director / CEO** (\$65,624) against **every comparable organization** that fit the selection criteria — **20** 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

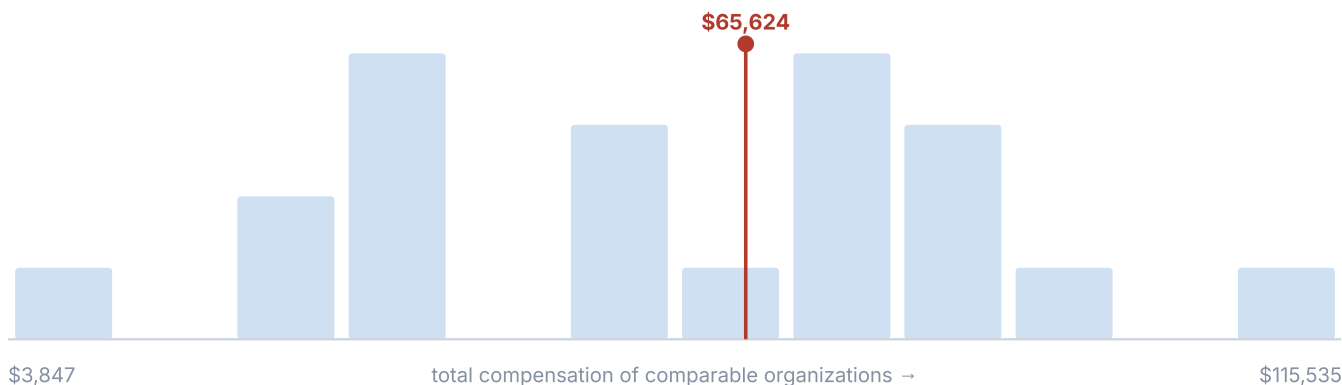
Benchmarked executive: James Anderson — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F50).
BUDGET	Total revenue between \$195,761 and \$438,273 — 0.67x to 1.50x the subject's \$292,182 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F50), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,131	\$35,762	\$62,679	\$76,905	\$86,611	\$65,624
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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 TX 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
Dynamic Recovery	MT	\$292,950	Executive Di	\$69,350	\$74,732	2024
Pureheart Ministries	OR	\$293,530	Director	\$98,700	\$91,630	2024
His Joshua House	TX	\$317,504	Executive Di	\$36,200	\$36,200	2024
Amistad Y Resolana	NM	\$339,114	Executive Director	\$32,500	\$34,945	2024
Larry Labonte Recovery Center	ME	\$242,710	Executive Director	\$26,440	\$26,467	2024
The Gino Macchio Foundation Inc	NY	\$342,811	Executive Director	\$89,996	\$81,298	2024
Living Amends	TX	\$234,716	Executive Director	\$54,211	\$54,211	2024
Voices Of Problem Gambling Recovery	OR	\$234,408	Executive Di	\$92,693	\$86,053	2024
Christian Clubhouse Ministries Inc	FL	\$231,161	President	\$55,011	\$51,663	2024
Theres Still Hope	FL	\$229,616	Ceo	\$76,231	\$71,591	2024
Addiction Education Society Inc	CA	\$355,982	Executive Di	\$130,000	\$115,535	2023
Vermont Recovery Network Inc	VT	\$227,042	Executive Di	\$30,552	\$31,649	2023
Applied Prevention Science	OH	\$366,492	Treasurer	\$78,250	\$85,300	2023
Cornerstone Softball Inc	CA	\$217,735	Executive Director	\$3,850	\$3,847	2021
Love People Not Pixels Inc	TX	\$217,423	President	\$35,000	\$36,034	2023
Bravehearts Inc	GA	\$212,750	Board Chair, Co-ceo	\$64,625	\$66,878	2023
Cross Roads Recovery Ministries	GA	\$403,494	President	\$70,602	\$70,967	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Live Free Ministries	NJ	\$412,147	Ceo Executive Director	\$84,522	\$75,441	2024
Mission Heart Inc	LA	\$417,288	President & Ceo	\$29,111	\$32,045	2024
First Contact	NC	\$417,885	Executive Di	\$56,614	\$58,479	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 20 organizations. Compensation range \$3,847–\$115,535; filing years 2021–2024.

SIZE BASIS Matched on total revenue (\$292,182); for reference, expenses \$313,025 and assets \$150,276.

ROLE MATCH James Anderson, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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)	55 th
Reportable pay only (column D), adjusted	55 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 (James Anderson) 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 20 similarly situated organizations (Same NTEE sector (F50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,624 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.