

Acacia Counseling Inc

Executive Director / CEO

EIN 841292200
 CO · NTEE F22Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kara Chandler, Executive Director / CEO** (\$57,595) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

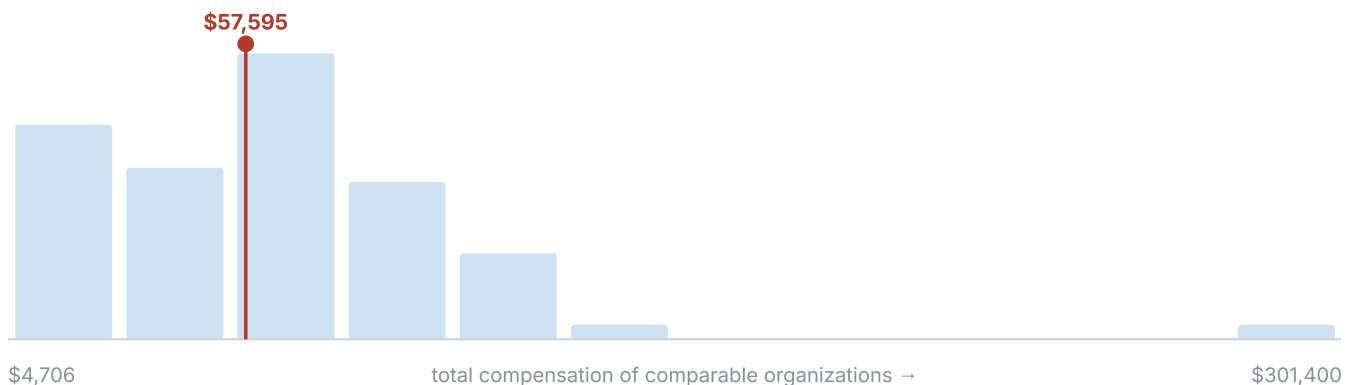
Benchmarked executive: Kara Chandler — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F22Z).
BUDGET	Total revenue between \$302,544 and \$677,338 — 0.67x to 1.50x the subject's \$451,559 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F22), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,999	\$31,130	\$66,292	\$84,799	\$105,247	\$57,595
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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 CO 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 Place Of Restoration	LA	\$456,923	Director	\$59,085	\$67,851	2024
Northwest Network Btlg Survivors Abuse0	WA	\$457,014	Executive Dir.	\$322,801	\$301,400	2024
The Etheridge Foundation	CA	\$463,479	Executive Director	\$96,500	\$86,901	2024
Will Work For Recovery	MN	\$436,741	President	\$116,981	\$124,108	2023
Darp Inc	OK	\$468,439	President	\$80,600	\$90,171	2025
Liberation Institute	HI	\$468,990	Clinical Director	\$41,215	\$38,483	2024
Aaron B Lackey Ministries	GA	\$470,460	President	\$26,000	\$28,069	2023
Be The Bush Ministries	TN	\$430,427	Executive Director	\$43,600	\$47,795	2024
Sarasota Addiction Recovery Assistance Inc	FL	\$428,021	President	\$42,000	\$42,364	2023
Solus Christus Inc	NC	\$422,724	Executive Di	\$62,000	\$66,810	2024
Kanawha Valley Fellowship Home Inc	WV	\$480,927	Executive Director	\$58,738	\$68,285	2023
Keene Serenity Center Inc	NH	\$421,322	Executive Director	\$63,888	\$61,522	2024
Turning Point Evaluation Inc	IA	\$483,893	Member	\$93,575	\$106,853	2024
Addict li Athlete	UT	\$418,827	Director And Officer	\$80,288	\$85,697	2024
Alabaster House	SC	\$489,645	Director	\$71,182	\$77,445	2024
East Los Angeles Alcoholism Council	CA	\$490,169	Chairman	\$14,600	\$13,148	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alcoholics Anonymous Cleveland Dist	OH	\$411,140	Secretary/tr	\$72,200	\$82,106	2023
Treatment Communities Of America	DC	\$408,833	Executive Di	\$137,500	\$125,835	2024
Victory Family Outreach Ministries	TX	\$407,627	Trustee	\$24,339	\$26,141	2023
Indian Neighborhood Club On	MN	\$403,878	Executive Dir.	\$94,996	\$97,892	2024
Fundacion Creemos En Ti Corporation	PR	\$504,204	Vicepresident	\$8,000	\$8,000	2024
Potters House Substance Abuse Center	AZ	\$507,627	Ceo	\$4,557	\$4,706	2023
Forge Recovery Center Inc	GA	\$511,887	Director	\$27,308	\$29,481	2023
Thirteen Step House Inc	IN	\$512,241	Executive Director	\$65,000	\$73,597	2023
Turning Point Recovery Residence	TN	\$382,694	Secretary	\$60,700	\$68,506	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **66** organizations. Compensation range \$4,706–\$301,400; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$451,559); for reference, expenses \$462,904 and assets \$20,485.

ROLE MATCH	Kara Chandler, reported title " <i>President</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	42 nd
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	38 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 (Kara Chandler) 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 66 similarly situated organizations (Same NTEE sector (F22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,595 is reasonable (approximately the 42nd 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.