

Western Maine Addiction Recovery Initiative

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kari Taylor, Executive Director / CEO** (\$62,060) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

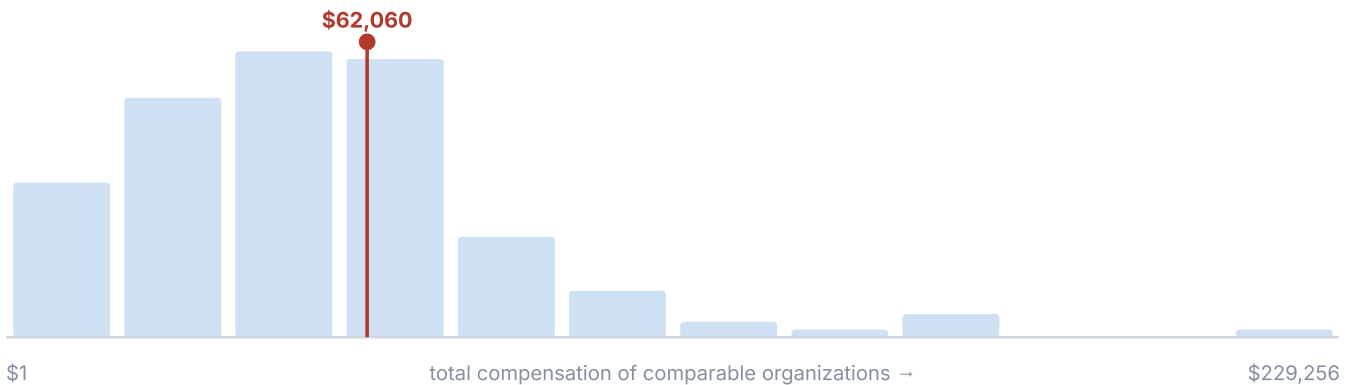
Benchmarked executive: Kari Taylor — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$247,845 and \$554,877 — 0.67x to 1.50x the subject's \$369,918 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

150 organizations qualified on sector, size, and geography → **150** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,456	\$32,864	\$52,600	\$70,468	\$92,484	\$62,060
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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 ME 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
San Francisco Drug Users Union	CA	\$368,545	Executive Dir.	\$37,500	\$31,410	2024
Stepping Stones Behavioral Health	MT	\$372,199	Executive Dir.	\$36,400	\$39,184	2023
Drug Free Marion County	IN	\$372,229	Executive Director	\$88,250	\$92,940	2023
Choice Recovery Coaching Inc	MA	\$373,136	Alves	\$46,800	\$40,794	2024
Love And Respect Community For Recovery And Wellness Inc	NC	\$365,288	Executive Director	\$69,712	\$69,871	2024
A Peace Of Mind Sl Corporation	CA	\$377,191	President	\$64,800	\$54,277	2024
New Hampshire Lawyers Assistance Program	NH	\$359,591	Executive Director	\$103,200	\$92,433	2024
Ccb Foundation Inc	MA	\$359,345	Treasurer	\$1	\$1	2024
Recover Houses Of Rochester Inc	NY	\$357,174	Chairman	\$55,200	\$48,384	2024
Care Resources Inc	NC	\$383,862	Director	\$26,500	\$27,345	2023
Calibrate A Non Profit Corporation	CA	\$351,799	Executive Director	\$22,800	\$18,605	2025
Nick's Place Inc	MD	\$388,231	Executive Director	\$85,852	\$77,856	2024
Claudias And Eddies Place Nfp	IL	\$388,331	Director	\$104,000	\$102,107	2023
Oregon Mind Body Institute	OR	\$388,883	Executive Di	\$83,015	\$74,780	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Phoenix House Foundation Inc	NY	\$350,690	President & Ceo	\$67,941	\$59,552	2024
Walton Empowers Inc	GA	\$348,876	Director	\$75,821	\$76,135	2023
The So That Project Nfp	IL	\$347,258	Executive Di	\$63,403	\$60,463	2024
Safe Place Treatment Services Corporation	FL	\$346,878	Ceopresident	\$39,000	\$35,539	2024
Revive Inc	NE	\$346,687	Executive Director	\$43,728	\$46,969	2023
Natso Foundation Inc	VA	\$346,497	Executive Director	\$151,169	\$141,583	2024
Student Leadership Services Inc	MI	\$393,634	Executive Di	\$70,298	\$70,383	2024
Guilford County Solution To The	NC	\$394,014	President And Executive Director	\$37,500	\$36,616	2025
Serenity Consultants Inc	OH	\$395,700	Executive Di	\$29,409	\$31,107	2023
Grit & Grace A Recovery Community Organization Inc	GA	\$339,830	Executive Director	\$60,000	\$58,520	2024
Yuba Harm Reduction Collective	CA	\$339,385	Co-director	\$50,230	\$42,073	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME cost of living and 2023 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 ME 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 150 organizations. Compensation range \$1–\$229,256; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$369,918); for reference, expenses \$326,766 and assets \$70,024.

ROLE MATCH Kari Taylor, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	65 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	62 nd

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 (Kari Taylor) 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 150 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,060 is reasonable (approximately the 65th 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.