

# Alaska Eating Disorders Alliance

Executive Director / CEO

EIN 843178623

AK · NTEE F53

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Rebecca Kirian, Executive Director / CEO** (\$75,514) against **every comparable organization** that fit the selection criteria — **570** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

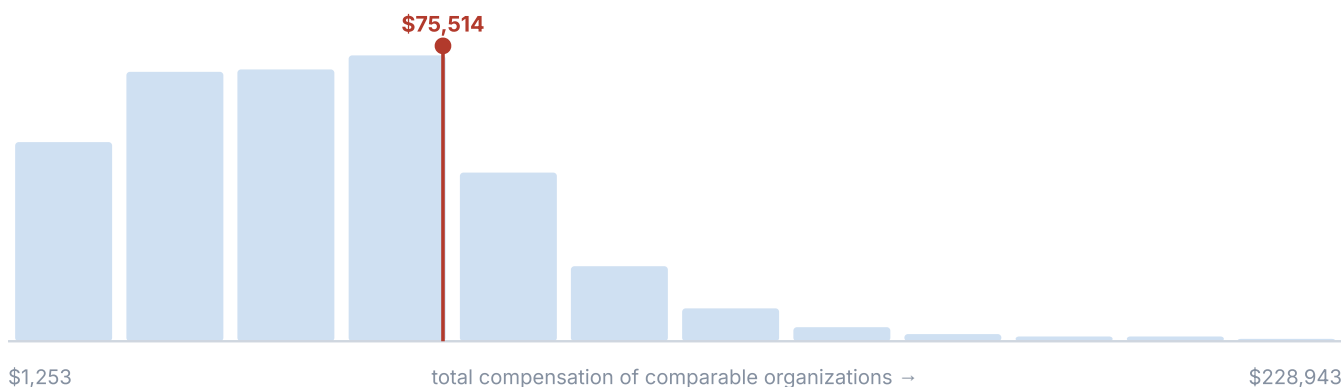
**Benchmarked executive:** Rebecca Kirian — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F53).
BUDGET	Total revenue between \$154,780 and \$346,522 — 0.67x to 1.50x the subject's \$231,015 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**570** organizations qualified on sector, size, and geography → **570** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,458	\$30,024	\$51,468	\$74,895	\$97,791	\$75,514
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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 AK 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 href="#">Christian Clubhouse Ministries Inc</a>	FL	\$231,161	President	\$55,011	<b>\$54,054</b>	2024
<a href="#">Azimuth Counseling And Therapeutic Services Inc</a>	VT	\$230,623	Executive Director	\$12,500	<b>\$12,821</b>	2025
<a href="#">Council On Alcoholism Lord Fairfax</a>	VA	\$231,687	Executive Director	\$60,492	<b>\$61,093</b>	2024
<a href="#">Montreux Management Corporation</a>	PA	\$230,000	President	\$43,401	<b>\$45,271</b>	2024
<a href="#">Theres Still Hope</a>	FL	\$229,616	Ceo	\$76,231	<b>\$74,905</b>	2024
<a href="#">Kiflaorg Inc</a>	NY	\$229,470	Chief Science Officer	\$65,744	<b>\$63,975</b>	2023
<a href="#">Grof Legacy Project Usa</a>	NM	\$229,366	Executive Director	\$21,962	<b>\$25,437</b>	2023
<a href="#">Heart Tones Inc</a>	TX	\$232,702	President	\$71,334	<b>\$76,841</b>	2023
<a href="#">Butler Behavioral Health Properties</a>	OH	\$229,149	Ceo	\$33,771	<b>\$37,413</b>	2024
<a href="#">East Bay Mens Recovery Center</a>	CA	\$233,558	Executive Director	\$63,767	<b>\$57,594</b>	2024
<a href="#">Teton Valley Mental Health</a>	ID	\$233,570	Executive Di	\$72,659	<b>\$80,847</b>	2024
<a href="#">110 Inc</a>	MA	\$228,430	President	\$65,000	<b>\$61,095</b>	2024
<a href="#">Western Wellness Foundation Inc</a>	ND	\$233,635	Executive Director	\$79,095	<b>\$93,471</b>	2023
<a href="#">Five 14 Revolution Inc</a>	NC	\$233,893	President & Ceo	\$25,000	<b>\$27,817</b>	2023
<a href="#">Broward County Intergroup Inc</a>	FL	\$233,902	Executive Dir.	\$66,634	<b>\$65,475</b>	2024
<a href="#">Oasis Housing Inc</a>	UT	\$233,936	Admin Assistant	\$4,501	<b>\$4,961</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Oasis Clubhouse Inc</a>	OK	\$234,012	Executive Director	\$45,096	<b>\$50,601</b>	2025
<a href="#">Your Neighborhood Clinic</a>	DC	\$227,700	Psychological Associate	\$65,771	<b>\$60,369</b>	2024
<a href="#">DeKalb County Mental Retardation Board</a>	AL	\$234,359	Executive Director	\$64,615	<b>\$73,015</b>	2024
<a href="#">Voices Of Problem Gambling Recovery</a>	OR	\$234,408	Executive Di	\$92,693	<b>\$90,037</b>	2024
<a href="#">Mary Cameron Robinson Foundation</a>	TN	\$234,438	Executive Director	\$66,720	<b>\$73,356</b>	2024
<a href="#">Counseling Center Of Highlands</a>	NC	\$227,552	Executive Director	\$35,299	<b>\$38,150</b>	2024
<a href="#">Living Amends</a>	TX	\$234,716	Executive Director	\$54,211	<b>\$56,721</b>	2024
<a href="#">Unity Acres Inc</a>	NY	\$227,169	Officer	\$33,945	<b>\$32,084</b>	2024
<a href="#">Boone County Prevention &amp;</a>	IA	\$234,876	Executive Dir.	\$57,132	<b>\$67,365</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 570 organizations. Compensation range \$1,253–\$228,943; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$231,015); for reference, expenses \$169,534 and assets \$276,958.

**ROLE MATCH** Rebecca Kirian, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 13 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	79 <sup>th</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	70 <sup>th</sup>

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 (Rebecca Kirian) 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 570 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,514 is reasonable (approximately the 76<sup>th</sup> 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.