

Get Connected

Executive Director / CEO

This analysis benchmarks the total compensation of **Tretara Flowers, Executive Director / CEO** (\$55,574) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Tretara Flowers — reported title “DIRECTOR”, 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 (I31).

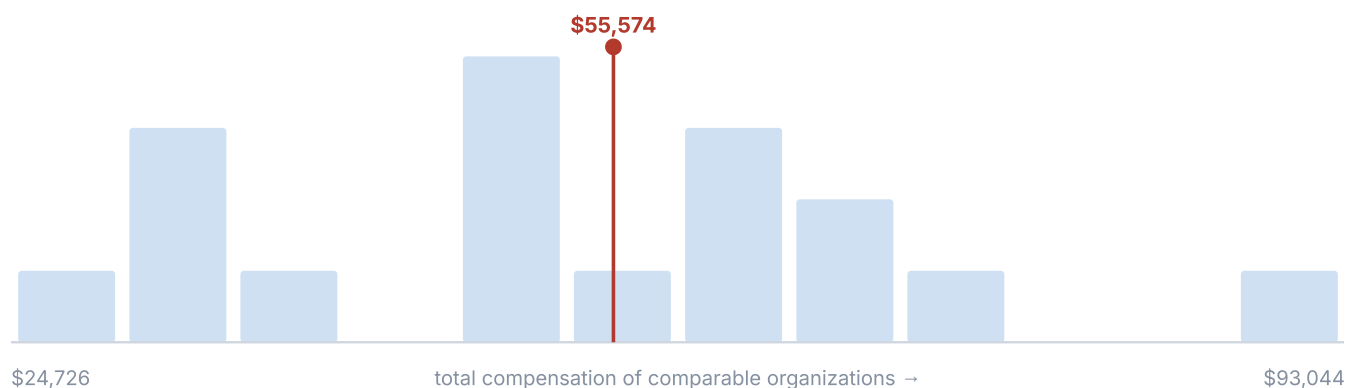
BUDGET Total revenue between \$307,690 and \$688,860 — 0.67x to 1.50x the subject's \$459,240 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (I31), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,942

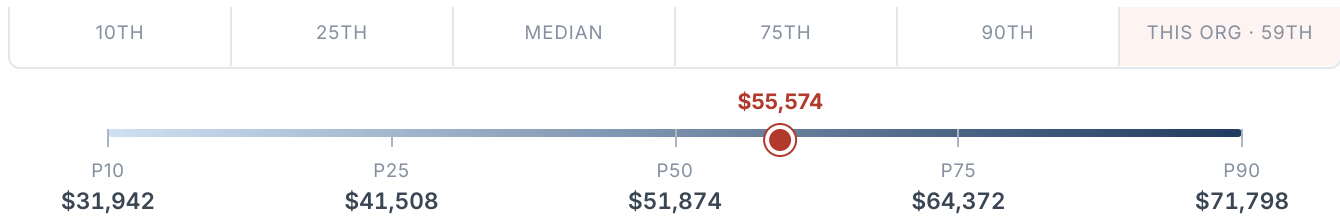
\$41,508

\$51,874

\$64,372

\$71,798

\$55,574



● 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 IL 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
Project Lift Behavioral Health	OH	\$395,972	Ceo	\$64,916	\$69,937	2023
Agape House Inc	AR	\$376,106	Executive Director	\$45,261	\$51,749	2023
Philemon House	IL	\$363,150	Executive Di	\$53,406	\$51,874	2024
Just A Clean House Inc	NC	\$362,882	Vice President	\$34,001	\$35,735	2023
House Where Jesus Shines	TX	\$351,249	Director	\$42,000	\$41,508	2024
Living Faith Discipleship	OK	\$578,486	Executive Di	\$59,171	\$64,372	2024
Stepping Stones Safe Haven Inc	TN	\$334,629	Executive Dir.	\$62,988	\$65,414	2024
Tomorrows Neighbors	PA	\$331,354	Executive And House Director	\$48,750	\$48,031	2024
Right Road Ministries	TN	\$315,901	President	\$51,274	\$53,249	2024
Grace Campus	TX	\$308,541	Executive Director	\$62,750	\$62,016	2024
Smoky Mountain Dream Center	TN	\$636,476	Executive Director	\$31,388	\$32,596	2024
Community Of Hope Incorporated	CT	\$640,215	Executive Director	\$27,398	\$24,726	2025
Redwood Ministries	WA	\$658,576	President	\$35,000	\$30,960	2024
Compass Point Housing	OH	\$672,468	Chief Executive Officer	\$86,364	\$93,044	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shepherd's Lighthouse Inc	FL	\$678,535	Exec Director/president/secretary	\$66,998	\$64,020	2023
Next Step Recovery Inc	NC	\$680,078	Case Manager	\$45,364	\$47,678	2023
Aya House Inc	NC	\$688,018	109 Shamrock St Ne Kannapolis, Nc 28025	\$75,000	\$74,590	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 17 organizations. Compensation range \$24,726–\$93,044; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$459,240); for reference, expenses \$401,591 and assets \$0.

ROLE MATCH Tretara Flowers, reported title "*DIRECTOR*", 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59th
Total compensation (D + F), as reported (no adjustments)	59th
Reportable pay only (column D), adjusted	59th
All sources (D + E + F), adjusted	59th

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 (Tretara Flowers) 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 13, 2026, comparing compensation against 17 similarly situated organizations (Same NTEE sector (I31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,574 is reasonable (approximately the 59th 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 13, 2026.