

# Project Opioid Initiative Inc

Executive Director / CEO

EIN 843986745

FL · NTEE F05

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Andrae Bailey, Executive Director / CEO** (\$27,973) against **every comparable organization** that fit the selection criteria — **786** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

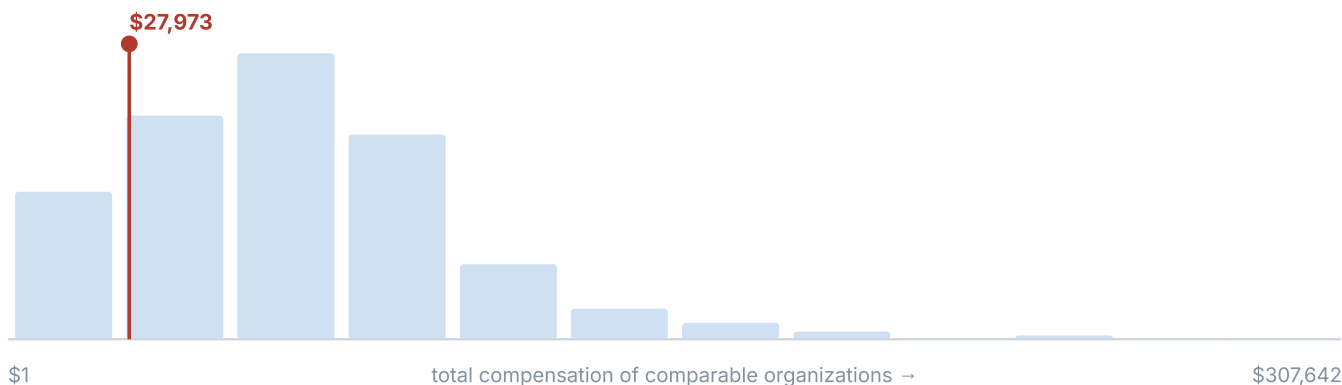
**Benchmarked executive:** Andrae Bailey — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F05).
BUDGET	Total revenue between \$234,211 and \$524,353 — 0.67x to 1.50x the subject's \$349,569 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**786** organizations qualified on sector, size, and geography → **786** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,342	\$37,201	\$63,396	\$85,765	\$111,972	\$27,973
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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 FL 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="#">The Relationship Resource</a>	CA	\$349,231	Executive Dir.	\$57,457	<b>\$54,373</b>	2023
<a href="#">Insight Treatment Program Inc</a>	AL	\$350,179	Executive Di	\$67,192	<b>\$77,271</b>	2024
<a href="#">Inner Journey Healing Arts Center</a>	OR	\$348,937	Secretary Treasurer	\$58,075	<b>\$55,930</b>	2025
<a href="#">Walton Empowers Inc</a>	GA	\$348,876	Director	\$75,821	<b>\$83,550</b>	2023
<a href="#">Rise Homes</a>	NV	\$350,474	President	\$9,025	<b>\$9,915</b>	2023
<a href="#">Phoenix House Foundation Inc</a>	NY	\$350,690	President & Ceo	\$67,941	<b>\$65,352</b>	2024
<a href="#">Intercounty Fellowship Of</a>	CA	\$348,275	Executive Director	\$146,792	<b>\$138,914</b>	2023
<a href="#">Manes And Miracles</a>	AZ	\$348,001	President	\$29,463	<b>\$29,385</b>	2025
<a href="#">The Arc Of Lancaster County</a>	PA	\$351,137	Executive Director	\$49,846	<b>\$51,549</b>	2025
<a href="#">Jersey Shore Dream Center</a>	NJ	\$347,790	Secretary	\$9,269	<b>\$8,809</b>	2024
<a href="#">Marin Healthy Youth Partnerships</a>	CA	\$347,416	President	\$91,345	<b>\$81,798</b>	2025
<a href="#">Calibrate A Non Profit Corporation</a>	CA	\$351,799	Executive Director	\$22,800	<b>\$20,417</b>	2025
<a href="#">The So That Project Nfp</a>	IL	\$347,258	Executive Di	\$63,403	<b>\$66,352</b>	2024
<a href="#">Kevins Song A Nonprofit Community</a>	MI	\$351,952	Executive Dir.	\$54,087	<b>\$59,427</b>	2024
<a href="#">The Transition House Of Indiana Inc</a>	FL	\$346,921	Ceo	\$3,773	<b>\$3,773</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Safe Place Treatment Services Corporation</a>	FL	\$346,878	Ceopresident	\$39,000	<b>\$39,000</b>	2024
<a href="#">Trauma-informed Utah</a>	UT	\$346,759	Interim Executive Director	\$52,470	<b>\$55,692</b>	2025
<a href="#">Revive Inc</a>	NE	\$346,687	Executive Director	\$43,728	<b>\$51,544</b>	2023
<a href="#">Natso Foundation Inc</a>	VA	\$346,497	Executive Director	\$151,169	<b>\$155,372</b>	2024
<a href="#">Northern Appalachian Teen Challenge Inc</a>	WV	\$352,762	Executive Director	\$52,000	<b>\$59,933</b>	2024
<a href="#">Horses &amp; Heroes Inc</a>	KS	\$352,786	Executive Director, Founder	\$33,653	<b>\$38,701</b>	2024
<a href="#">Life-giving Wounds Corporation</a>	MD	\$352,796	President/chairman	\$103,995	<b>\$103,495</b>	2024
<a href="#">Virginia Law Enforcement Assistant</a>	VA	\$346,111	Director	\$28,125	<b>\$29,761</b>	2023
<a href="#">Christine Ortoll Recovery</a>	FL	\$346,095	Director/pro	\$81,555	<b>\$87,406</b>	2022
<a href="#">Sapientia Initiative Inc</a>	NY	\$345,725	Executive Dir.	\$72,681	<b>\$69,912</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT	<b>786</b> organizations. Compensation range \$1–\$307,642; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$349,569); for reference, expenses \$349,569 and assets \$80,331.

ROLE MATCH	Andrae Bailey, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	19 <sup>th</sup>
All sources (D + E + F), adjusted	13 <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 (Andrae Bailey) 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 786 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,973 is reasonable (approximately the 16<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 9, 2026.