

# Solutions Oriented Addiction Response

Executive Director / CEO

EIN 850586081  
 WV · NTEE F99  
 FY ending 2023-12-31  
**June 10, 2026**

This analysis benchmarks the total compensation of **Joe Solomon, Executive Director / CEO** (\$38,998) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 31<sup>st</sup> percentile of comparable organizations**

within the typical range

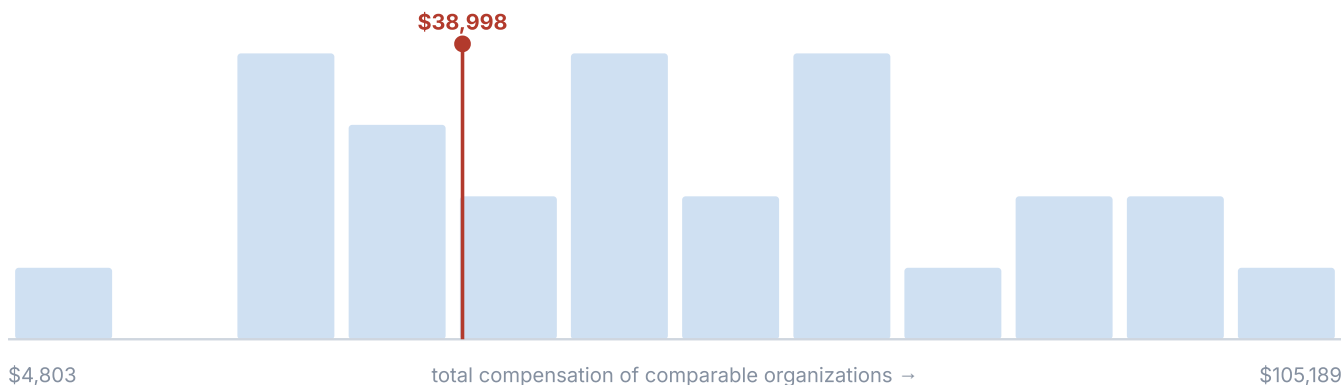
**Benchmarked executive:** Joe Solomon — reported title "CO-DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

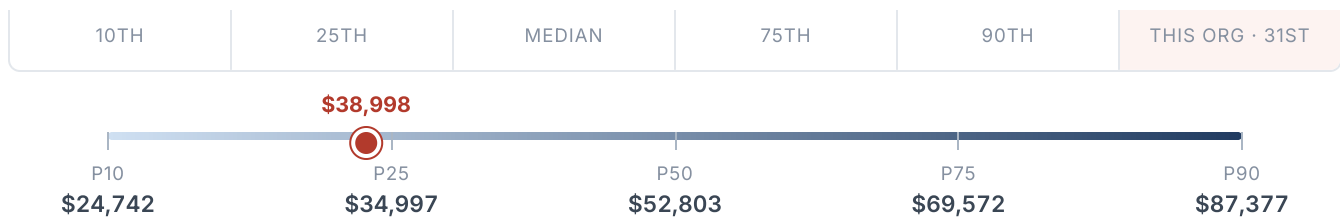
SECTOR	Organizations sharing the subject's NTEE classification (F99).
BUDGET	Total revenue between \$136,084 and \$304,666 — 0.67x to 1.50x the subject's \$203,111 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F99), nationwide + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$24,742	\$34,997	\$52,803	\$69,572	\$87,377	<b>\$38,998</b>
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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 WV 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="#">Prepare To Change Child And Family</a>	CA	\$203,133	President/ce	\$6,200	<b>\$4,803</b>	2024
<a href="#">Captain Joseph House Foundation</a>	WA	\$203,445	Executive Dir.	\$40,434	<b>\$32,475</b>	2024
<a href="#">Arlee Rehabilitation Center</a>	MT	\$209,898	Program Director	\$46,492	<b>\$46,286</b>	2023
<a href="#">The Mcclean Fletcher Center Inc</a>	MS	\$212,869	Executive Director	\$51,827	<b>\$50,447</b>	2025
<a href="#">Teens4teens Help</a>	CA	\$215,165	Co-founder	\$72,000	<b>\$55,773</b>	2024
<a href="#">Utah Statewide Independent Living</a>	UT	\$186,941	Executive Di	\$69,511	<b>\$63,821</b>	2024
<a href="#">Mujeres Conectadas Inc</a>	IN	\$174,790	President	\$56,833	<b>\$53,765</b>	2024
<a href="#">House Of Hope Of Washington County</a>	OH	\$173,352	Executive Director	\$26,849	<b>\$25,511</b>	2024
<a href="#">Nami Yolo County</a>	CA	\$237,958	Executive Director	\$87,400	<b>\$69,703</b>	2023
<a href="#">Made Of Millions Foundation Inc</a>	NY	\$242,670	Executive Director/chair Of The Board	\$29,073	<b>\$23,567</b>	2024
<a href="#">Experience Nature Unplugged</a>	CA	\$153,394	Executive Director	\$54,250	<b>\$42,024</b>	2024
<a href="#">Forever Friendship Drop-in</a>	MI	\$151,123	Executive Director	\$39,520	<b>\$35,650</b>	2025
<a href="#">Foundation Thinkagain</a>	CA	\$146,736	President/exec. Director	\$109,641	<b>\$84,931</b>	2024
<a href="#">Dmax Foundation</a>	PA	\$269,972	Executive Di	\$100,719	<b>\$92,765</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Healing Hoofbeats Of Ct Inc</a>	CT	\$271,558	Executive Director	\$78,000	<b>\$67,545</b>	2023
<a href="#">Unity Hall</a>	CA	\$275,819	Chairperson	\$112,628	<b>\$89,822</b>	2023
<a href="#">Lower Shore Friends Inc</a>	MD	\$277,577	Executive Director	\$64,911	<b>\$56,048</b>	2023
<a href="#">Intouch Outreach Resource Ctr</a>	IN	\$280,000	Executive Director For Programs	\$108,000	<b>\$105,189</b>	2023
<a href="#">Mental Health Services Of Snohomish</a>	WA	\$283,668	President/ceo, Compass Health	\$29,848	<b>\$23,973</b>	2024
<a href="#">Itp International</a>	CA	\$284,778	President	\$86,742	<b>\$69,178</b>	2023
<a href="#">Operation Happy Nurse</a>	VA	\$286,417	Founder/principal Officer	\$39,000	<b>\$34,779</b>	2023
<a href="#">Intentions</a>	NC	\$289,140	Director	\$30,000	<b>\$28,629</b>	2023
<a href="#">Mental Health News Education Inc</a>	MA	\$290,736	Executive Di	\$103,219	<b>\$81,063</b>	2025
<a href="#">How To Read Your Baby</a>	CO	\$295,443	Executive Director	\$88,620	<b>\$76,231</b>	2024
<a href="#">The Ark Foundation</a>	CA	\$297,592	President	\$62,219	<b>\$48,197</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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 26 organizations. Compensation range \$4,803–\$105,189; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$203,111); for reference, expenses \$255,772 and assets \$72,933.

**ROLE MATCH** Joe Solomon, reported title "*CO-DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	27 <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 (Joe Solomon) 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 26 similarly situated organizations (Same NTEE sector (F99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,998 is reasonable (approximately the 31<sup>st</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.