

Grace And Gratitude Sober Living

Executive Director / CEO

EIN 851007414

FL · NTEE P50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Henry Green, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

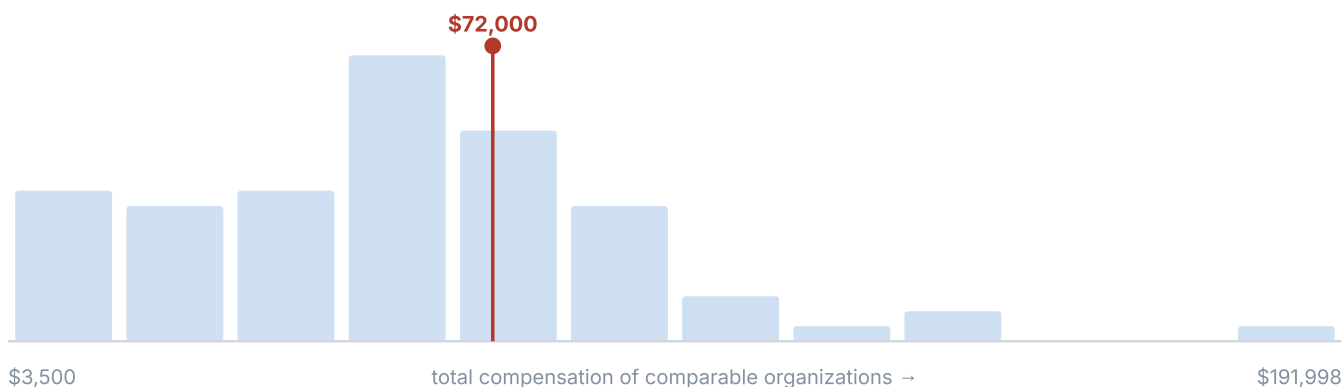
Benchmarked executive: Henry Green — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P50).
BUDGET	Total revenue between \$228,883 and \$512,425 — 0.67x to 1.50x the subject's \$341,617 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,601	\$40,636	\$58,523	\$76,816	\$90,196	\$72,000
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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
The Legacy Center Inc	AL	\$345,033	Executive Director	\$73,256	\$84,244	2023
Neighbours International Inc	NJ	\$348,361	President	\$18,344	\$16,934	2024
Coastal Communities Consulting Inc	LA	\$333,999	Executive Directorvp	\$89,443	\$101,832	2024
Oakland Catholic Worker	CA	\$332,110	Director	\$48,000	\$42,855	2024
St Joseph Regional Sports Commission Inc	MO	\$331,819	Executive Director	\$6,062	\$6,638	2024
Laundry Workers Center Inc	NY	\$327,588	Co-director	\$70,000	\$65,401	2024
Love Inc Of Boise Community Incorporated	ID	\$326,646	Executive Dir.	\$50,200	\$55,215	2024
Anointed Community Services International Inc	FL	\$324,631	Ceo	\$31,836	\$30,923	2024
Transformed By The Word Inc	NC	\$360,190	Executive Di	\$80,050	\$88,046	2023
National Fund For Foster Children	FL	\$322,825	President	\$6,000	\$5,828	2024
Healing And Reconciliation Institute	CA	\$360,528	Interim E.d.	\$35,871	\$32,972	2023
Hello Gorgeous Of Hope Inc	IN	\$322,604	President	\$50,085	\$54,610	2024
Hope For Addiction Inc	AZ	\$322,436	President	\$69,000	\$68,611	2024
Amac Foundation Inc	FL	\$360,833	Executive Director	\$60,000	\$60,000	2023
Conestoga Valley Christian	PA	\$361,071	Treasurer	\$12,960	\$13,758	2023
Steel Magnolia Moms	TX	\$316,806	President Through Jan 2024	\$70,968	\$73,400	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Laolam	WA	\$314,367	President	\$7,200	\$6,665	2024
Wild Instincts Inc	WI	\$313,288	President	\$9,750	\$10,528	2024
Families Helping Families Region 7	LA	\$309,590	Executive Dir.	\$69,903	\$81,936	2023
Mothers' Milk Bank Of Mississippi	MS	\$308,834	Former Executive Director	\$47,653	\$56,496	2023
Giving Hope & Help Inc	MO	\$375,297	Founder And President (Non-voting)	\$80,000	\$90,196	2023
Net Resource Foundation	TN	\$307,721	Executive Director	\$31,200	\$33,909	2024
Beautiful You By Profile	MI	\$303,333	Executive Di	\$25,532	\$27,247	2024
Transition 123 Inc	MI	\$298,973	Executive Dir.	\$103,903	\$114,161	2023
The Treehouse Inc	KS	\$385,103	Executive Director	\$60,000	\$67,021	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 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 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.

● Sample, role match & sensitivity

PEER COUNT 78 organizations. Compensation range \$3,500–\$191,998; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$341,617); for reference, expenses \$350,195 and assets \$6,479.

ROLE MATCH Henry Green, reported title "*PRESIDENT*", 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.

OUTLIERS 3 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	68 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	67 th

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 (Henry Green) 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 78 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 68th 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.