

Grof Legacy Project Usa

Executive Director / CEO

EIN 862006604

NM · NTEE F19

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Diane Haug, Executive Director / CEO** (\$21,962) against **every comparable organization** that fit the selection criteria — **568** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

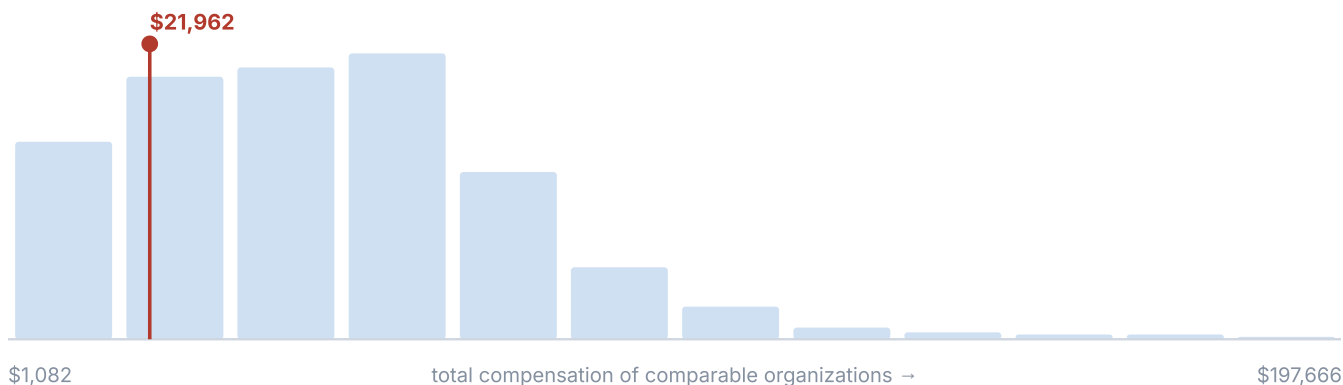
Benchmarked executive: Diane Haug — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F19).
BUDGET	Total revenue between \$153,675 and \$344,049 — 0.67x to 1.50x the subject's \$229,366 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

568 organizations qualified on sector, size, and geography → **568** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,471	\$26,109	\$44,437	\$64,646	\$83,954	\$21,962
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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 NM 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
Kiflaorg Inc	NY	\$229,470	Chief Science Officer	\$65,744	\$55,235	2023
Butler Behavioral Health Properties	OH	\$229,149	Ceo	\$33,771	\$32,302	2024
Theres Still Hope	FL	\$229,616	Ceo	\$76,231	\$64,672	2024
Montreux Management Corporation	PA	\$230,000	President	\$43,401	\$39,086	2024
110 Inc	MA	\$228,430	President	\$65,000	\$52,749	2024
Azimuth Counseling And Therapeutic Services Inc	VT	\$230,623	Executive Director	\$12,500	\$11,069	2025
Alaska Eating Disorders Alliance	AK	\$231,015	Executive Dir.	\$75,514	\$65,198	2024
Your Neighborhood Clinic	DC	\$227,700	Psychological Associate	\$65,771	\$52,122	2024
Christian Clubhouse Ministries Inc	FL	\$231,161	President	\$55,011	\$46,670	2024
Counseling Center Of Highlands	NC	\$227,552	Executive Director	\$35,299	\$32,938	2024
Unity Acres Inc	NY	\$227,169	Officer	\$33,945	\$27,701	2024
Council On Alcoholism Lord Fairfax	VA	\$231,687	Executive Director	\$60,492	\$52,746	2024
Vermont Recovery Network Inc	VT	\$227,042	Executive Di	\$30,552	\$28,591	2023
North Dakota Federation Of Families	ND	\$226,911	Exe. Dir.	\$85,000	\$86,727	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pickaway Addiction Action Coalition	OH	\$226,884	Coalition Administrator	\$31,200	\$29,843	2024
Changing Lanes Ministries Inc	OK	\$226,786	Executive Direc	\$104,041	\$103,459	2024
One Recovery	CA	\$226,696	President	\$62,500	\$48,738	2024
Cornerstone For Hope	PA	\$226,245	Director	\$54,000	\$50,068	2023
Amaly	CA	\$226,032	Director And Co-ceo	\$35,803	\$27,920	2024
Heart Tones Inc	TX	\$232,702	President	\$71,334	\$66,344	2023
Triangle Disability Advocates Inc	NC	\$225,652	Executive Director	\$13,000	\$12,489	2023
Ruthlyn Aitcheson Corporation	FL	\$225,422	Manager	\$48,228	\$40,915	2024
East Bay Mens Recovery Center	CA	\$233,558	Executive Director	\$63,767	\$49,726	2024
Teton Valley Mental Health	ID	\$233,570	Executive Di	\$72,659	\$69,802	2024
Western Wellness Foundation Inc	ND	\$233,635	Executive Director	\$79,095	\$80,702	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 568 organizations. Compensation range \$1,082–\$197,666; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$229,366); for reference, expenses \$202,544 and assets \$112,101.

ROLE MATCH	Diane Haug, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	20 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	17 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 (Diane Haug) 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 568 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,962 is reasonable (approximately the 20th 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.