

# Come As You Are Ministry

Executive Director / CEO

EIN 862050264

NM · NTEE F11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Leilani Gregg, Executive Director / CEO** (\$26,668) against **every comparable organization** that fit the selection criteria — **433** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26<sup>th</sup>** percentile of comparable organizations within the typical range

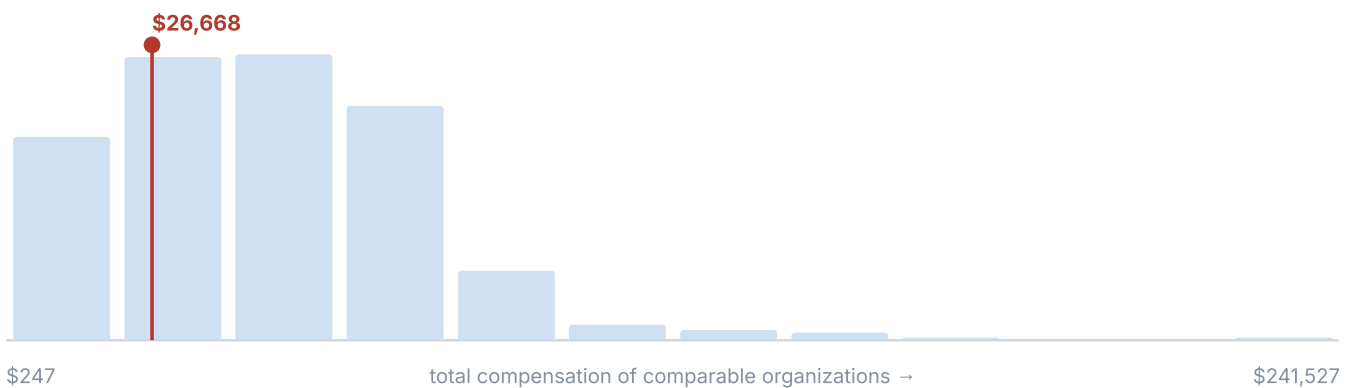
**Benchmarked executive:** Leilani Gregg — reported title “PRES. AND EX”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F11).
BUDGET	Total revenue between \$123,909 and \$277,408 — 0.67x to 1.50x the subject's \$184,939 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**433** organizations qualified on sector, size, and geography → **433** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,430	\$25,910	\$44,556	\$63,638	\$79,552	\$26,668
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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
<a href="#">Tennessee Jail Chemical</a>	TN	\$185,436	President	\$6,750	<b>\$6,597</b>	2024
<a href="#">Childrens Grief Center Of The</a>	MI	\$184,323	Executive Dir.	\$67,000	<b>\$66,196</b>	2023
<a href="#">Portland Area Intergroup Inc</a>	OR	\$186,364	Office Manager	\$68,000	<b>\$58,713</b>	2024
<a href="#">Utah Statewide Independent Living</a>	UT	\$186,941	Executive Di	\$69,511	<b>\$66,145</b>	2024
<a href="#">Lifting Lives Ministries Inc</a>	MS	\$187,123	Executive Di	\$7,972	<b>\$8,255</b>	2024
<a href="#">Centering Corporation</a>	NE	\$187,460	President & Executive Director	\$68,232	<b>\$70,247</b>	2023
<a href="#">Preston Homes ll Inc</a>	OH	\$188,145	President	\$54,434	<b>\$55,187</b>	2023
<a href="#">Phoenix Rising Therapy Center</a>	NV	\$189,488	President	\$25,646	<b>\$23,901</b>	2024
<a href="#">Runnin Free Ranch</a>	TX	\$180,228	Executive Direc	\$48,600	<b>\$45,200</b>	2024
<a href="#">North Baycare Home</a>	CA	\$180,000	Wang	\$31,254	<b>\$25,092</b>	2024
<a href="#">Newport Center For Psychoanalytic</a>	CA	\$190,180	Treasurer	\$4,550	<b>\$3,559</b>	2025
<a href="#">Serenity Life Resource Center Inc</a>	MO	\$179,638	Executive Director	\$70,920	<b>\$69,838</b>	2024
<a href="#">On Our Own Of Anne Arundel County</a>	MD	\$179,302	Executive Di	\$56,780	<b>\$50,813</b>	2023
<a href="#">T Whitehead Recovery Center</a>	OH	\$179,273	Director	\$21,000	<b>\$20,680</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Journey House Foundation Inc</a>	VA	\$190,969	Exec. Director/president	\$44,758	<b>\$40,180</b>	2024
<a href="#">Greater Milwaukee Central Office Inc</a>	WI	\$191,044	Executive Director	\$71,806	<b>\$69,724</b>	2024
<a href="#">Bessie Boley Foundation</a>	FL	\$178,589	Chief Executive Officer	\$7,322	<b>\$6,395</b>	2024
<a href="#">Mi Chiantla</a>	WA	\$191,301	President	\$83,736	<b>\$71,761</b>	2023
<a href="#">Lazarus Life Ministries</a>	OH	\$191,369	President	\$37,094	<b>\$37,608</b>	2023
<a href="#">Share House Foundation</a>	ND	\$178,486	Foundation Director	\$36,306	<b>\$37,044</b>	2024
<a href="#">Vpoids Inc</a>	CA	\$191,675	Member	\$120,000	<b>\$96,341</b>	2024
<a href="#">We Ride 4</a>	CO	\$178,200	Executive Dir.	\$72,000	<b>\$66,086</b>	2023
<a href="#">Haven Of Hope Of Dekalb County Inc</a>	TN	\$192,085	Executive Dir.	\$33,400	<b>\$32,642</b>	2024
<a href="#">Concho Valley Turning Point</a>	TX	\$177,344	Executive Director	\$45,000	<b>\$43,088</b>	2023
<a href="#">Hillsborough County Anti-drug Alliance Inc</a>	FL	\$177,178	Ceo	\$66,734	<b>\$58,287</b>	2024

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

## ● Sample, role match & sensitivity

**PEER COUNT** 433 organizations. Compensation range \$247–\$241,527; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$184,939); for reference, expenses \$164,742 and assets \$39,349.

ROLE MATCH	Leilani Gregg, reported title "PRES. AND EX", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	41 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	26 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (Leilani Gregg) 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 433 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,668 is reasonable (approximately the 26<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.