

A Vision For You Inc

Executive Director / CEO

EIN 871066569
 KY · NTEE F20
 FY ending 2022-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Johnathan Lucas Bennett, Executive Director / CEO** (\$62,100) against **every comparable organization** that fit the selection criteria — **143** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

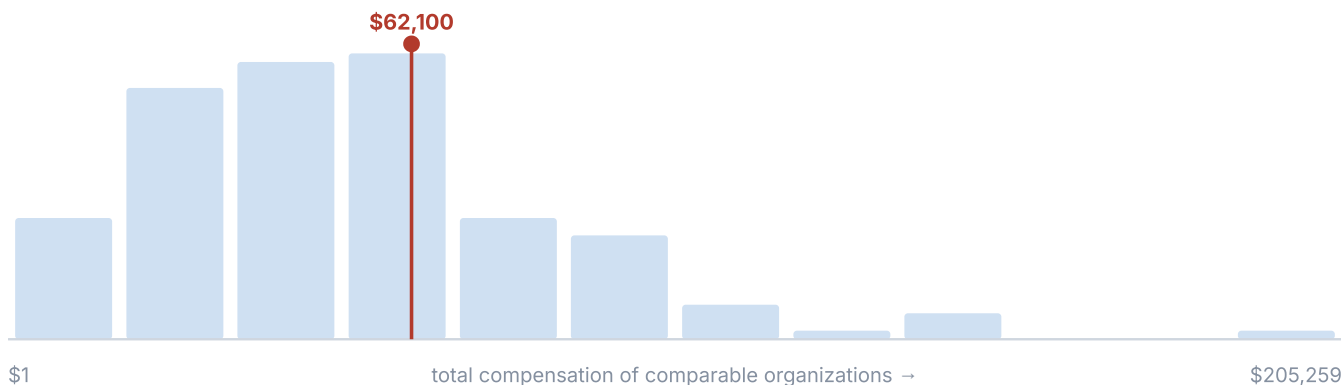
Benchmarked executive: Johnathan Lucas Bennett — reported title “President - Sr Program Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$331,076 and \$741,216 — 0.67x to 1.50x the subject's \$494,144 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

143 organizations qualified on sector, size, and geography → **143** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,059	\$30,881	\$49,234	\$67,888	\$90,970	\$62,100
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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 KY 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
Minnesota Cit Officers Association	MN	\$493,661	Executive Director	\$52,923	\$46,757	2023
Unity Recovery Services Inc	WI	\$493,405	Coexecutive	\$69,588	\$63,117	2024
Lubbock Lighthouse	TX	\$491,889	Director	\$15,290	\$12,941	2025
Coalition Pathways Inc	PA	\$497,397	President	\$81,117	\$70,253	2024
Urban Community Action Network	CA	\$490,270	Executive Director	\$195,834	\$146,861	2024
Sea Change	CA	\$501,728	President	\$47,000	\$36,288	2023
Livingproof Recovery Inc	GA	\$502,535	Executive Director	\$53,807	\$48,374	2023
Crossreach	FL	\$503,464	President	\$180,000	\$151,193	2023
Mission House Ministry	WA	\$483,616	Board Member - Mentoring	\$54,146	\$42,101	2024
Truth Pharm Inc	NY	\$483,136	Executive Director	\$71,455	\$56,076	2024
Morgan Behavioral Health Choices	OH	\$483,105	Executive Di	\$50,963	\$48,263	2023
Mayes County Hope Coalition	OK	\$505,602	Executive Director	\$28,333	\$27,095	2024
Massachusetts Alliance For Sober Housing Inc	MA	\$481,940	Treasurer	\$4,500	\$3,616	2023
Key Bridge Inc	FL	\$481,903	President	\$168,000	\$141,114	2023
Porter County Substance Abuse Council	IN	\$480,751	Executive Director/ceo	\$91,900	\$86,653	2023
West Coast Sober Housing	OR	\$508,789	Pres/treas/e.d.	\$11,440	\$9,226	2024
Friends Of Recovery Nh	NH	\$509,806	Executive Di	\$22,500	\$18,043	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
One World Recovery Network	TX	\$475,740	Chief Executive Officer	\$31,818	\$27,642	2024
Faith And Grace Inc	AZ	\$514,881	Treasurer	\$18,705	\$16,084	2023
Be A Part Of The Conversation	PA	\$472,441	Executive Di	\$72,504	\$64,649	2023
Alabama Safety Institute Inc	AL	\$515,927	Executive Director	\$49,136	\$46,102	2024
Exodus 14 Ministries Inc	TN	\$471,025	President	\$32,534	\$29,700	2024
Responsible Hospitality Institute Inc	CA	\$518,236	President	\$14,308	\$10,730	2024
Stalwart Clean And Sober	CA	\$466,269	Ceo	\$62,520	\$48,270	2023
Washed Clean Addiction & Recovery Ministries	SD	\$465,327	President	\$48,000	\$46,007	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY cost of living and 2022 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 KY 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	143 organizations. Compensation range \$1–\$205,259; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$494,144); for reference, expenses \$435,668 and assets \$180,597.
ROLE MATCH	Johnathan Lucas Bennett, reported title " <i>President - Sr Program Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	64 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	59 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 (Johnathan Lucas Bennett) 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 143 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,100 is reasonable (approximately the 64th 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.