

Christine Ortoll Recovery

Executive Director / CEO

EIN 872910708
 FL · NTEE F21
 FY ending 2022-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Tim Searfoss, Executive Director / CEO** (\$81,555) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

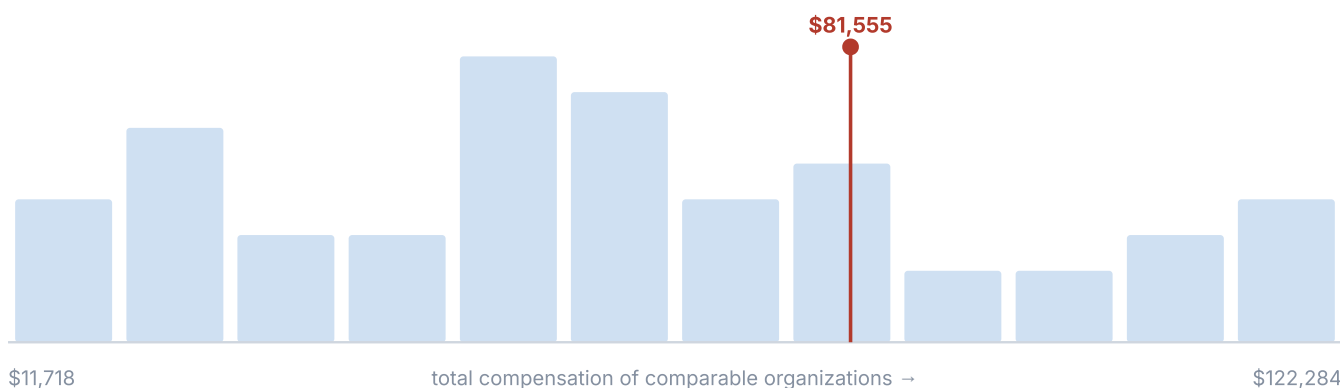
Benchmarked executive: Tim Searfoss — reported title "DIRECTOR/PRO", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (F21).
- BUDGET Total revenue between \$231,883 and \$519,142 — 0.67x to 1.50x the subject's \$346,095 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (F21), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,410	\$39,918	\$58,846	\$77,500	\$104,634	\$81,555
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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
Marin Healthy Youth Partnerships	CA	\$347,416	President	\$91,345	\$76,323	2025
Overton County Anti-drug Coalition Inc	TN	\$344,408	Director	\$100,053	\$104,457	2024
Project White Butterfly	OH	\$342,179	Executive Dir.	\$14,648	\$15,409	2024
Travis House Inc	CO	\$338,784	Executive Dir.	\$30,000	\$28,572	2024
Come To Him Ministries	CA	\$336,946	President	\$59,998	\$51,458	2024
Operation Snowball Inc	IL	\$355,689	Ceo	\$32,780	\$31,183	2025
Monroe County Coalition Inc	FL	\$358,422	Executive Di	\$74,891	\$69,878	2024
Influence Foundation Inc	VT	\$333,588	President & Executive Director	\$115,315	\$118,686	2023
Recovery Community Network Inc	MN	\$330,973	Director	\$58,240	\$58,846	2023
Columbus County Dream Center Inc	NC	\$364,138	Exe Director	\$52,010	\$53,376	2024
Phillips County Coalition For Healthy	MT	\$323,786	Executive Director	\$21,825	\$24,056	2023
Family Alliance Of Paulding Inc	GA	\$323,600	Executive Director	\$39,186	\$41,942	2022
Coalition For Youth Drug Abuse	AZ	\$322,094	President	\$52,000	\$51,138	2023
Favor Western Pennsylvania	PA	\$320,914	Executive Di	\$18,144	\$18,502	2023
Massac County Drug Awareness C	IL	\$316,847	Program Dir	\$52,821	\$51,577	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
What's Important Now Foundation	OK	\$380,972	Executive Director	\$104,459	\$114,244	2024
My Life Foundation Inc	MD	\$385,986	President	\$32,180	\$29,882	2024
Alcap	AL	\$388,306	Executive Director	\$71,045	\$76,232	2024
Life Align Inc	MI	\$390,123	Executive Di	\$102,064	\$104,634	2024
Partnership For A Drug Free Community Inc	AL	\$391,838	Executive Director	\$59,301	\$63,631	2024
525 Foundation Inc	IN	\$296,807	President	\$61,000	\$65,780	2023
The Peggie And Paul Shevlin Family	PA	\$292,653	Executive Di	\$71,859	\$71,175	2024
Communities Confronting Substance Use &	NJ	\$400,942	President	\$22,846	\$20,858	2023
Dream Of Hattiesburg Inc	MS	\$402,862	Excutive Director	\$84,768	\$93,770	2024
The Pier Foundation	GA	\$282,695	Vice Chairma	\$68,296	\$68,205	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 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 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 51 organizations. Compensation range \$11,718–\$122,284; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$346,095); for reference, expenses \$315,261 and assets \$105,108.

ROLE MATCH Tim Searfoss, reported title "*DIRECTOR/PRO*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

board should confirm this is a comparable role.

RELATED-ORG PAY 2 peers 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	76 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	73 rd

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 (Tim Searfoss) 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 51 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,555 is reasonable (approximately the 76th 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.