

# Anything Helps

Executive Director / CEO

This analysis benchmarks the total compensation of **Emanuel Roberts, Executive Director / CEO** (\$16,808) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Emanuel Roberts — 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 (F20).

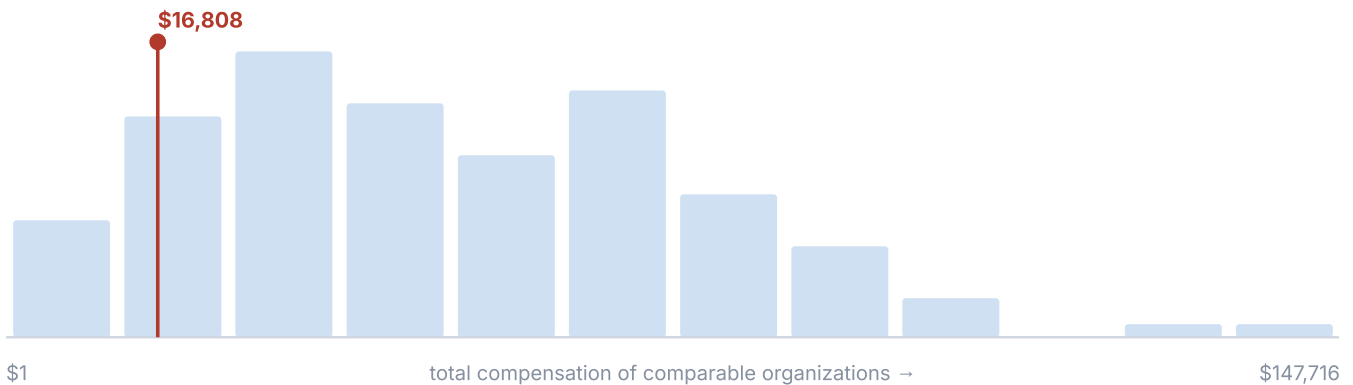
**BUDGET** Total revenue between \$197,056 and \$441,171 — 0.67x to 1.50x the subject's \$294,114 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

**122** organizations qualified on sector, size, and geography

→ **122** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,690	\$28,404	\$45,674	\$67,583	\$85,397	\$16,808
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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 MN 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="#">Decatur Prevention Initiative Inc</a>	GA	\$295,167	Executive Director	\$98,998	<b>\$103,714</b>	2023
<a href="#">Still Worthy Inc</a>	SC	\$295,655	Co-founder	\$13,790	<b>\$14,989</b>	2023
<a href="#">New Hope Philly Inc</a>	PA	\$296,738	Executive Director	\$64,971	<b>\$65,571</b>	2024
<a href="#">Miami Recovery Project Inc</a>	FL	\$297,774	Executive Di	\$70,000	<b>\$66,551</b>	2024
<a href="#">Mountain High Recovery Center</a>	CA	\$288,063	Executive Dir.	\$39,236	<b>\$34,288</b>	2024
<a href="#">Abw Inc</a>	OH	\$287,580	Ceo	\$32,936	<b>\$35,304</b>	2024
<a href="#">Go The Distance</a>	OR	\$301,000	Executive Director	\$67,061	<b>\$64,888</b>	2023
<a href="#">Standing Strong Inc</a>	MD	\$286,743	Ceo	\$1,950	<b>\$1,900</b>	2023
<a href="#">Mstepp Inc</a>	AZ	\$301,816	Program Director	\$91,678	<b>\$86,930</b>	2025
<a href="#">A Way Forward Inc</a>	CO	\$286,064	Executive Dir.	\$40,334	<b>\$39,141</b>	2024
<a href="#">Arise Addiction Recovery Inc</a>	ME	\$302,800	President	\$55,120	<b>\$55,858</b>	2024
<a href="#">Greater Spokane Substance Abuse Council</a>	WA	\$303,768	Executive Director	\$79,132	<b>\$73,817</b>	2023
<a href="#">Trinity Counseling Center Of Florida Inc</a>	FL	\$281,074	Ceo	\$17,177	<b>\$16,331</b>	2024
<a href="#">Rose Garden Recovery Community Inc</a>	IN	\$279,654	Executive Dir.	\$28,408	<b>\$30,318</b>	2024
<a href="#">Freedom Center</a>	MS	\$279,581	Executive Di	\$13,000	<b>\$14,653</b>	2024
<a href="#">Clay Student Leadership Inc</a>	TX	\$279,317	President	\$15,833	<b>\$16,028</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Society Of Addiction Medicine</a>	WI	\$277,418	Member	\$7,245	<b>\$7,657</b>	2024
<a href="#">Angels In Flight Recovery Center</a>	GA	\$277,363	President	\$41,600	<b>\$42,331</b>	2024
<a href="#">Good Samaritans Of San Diego</a>	CA	\$311,063	Director	\$52,000	<b>\$45,442</b>	2024
<a href="#">Recovery Cafe Dc</a>	DC	\$313,362	Ceo/board Secretary	\$60,000	<b>\$53,285</b>	2024
<a href="#">Simple Living Inc</a>	MA	\$273,430	Executive Di	\$62,400	<b>\$56,748</b>	2024
<a href="#">Mississippi Harm Reduction Initiative</a>	MS	\$272,586	Executive Director	\$39,423	<b>\$44,436</b>	2024
<a href="#">Schoharie County Council On Alcohol And</a>	NY	\$315,674	Executive Dir.	\$27,000	<b>\$24,691</b>	2024
<a href="#">Lifeline Rehabilitation And Prevention Center</a>	CA	\$315,877	Case Manager	\$24,358	<b>\$21,286</b>	2024
<a href="#">Baltimore Intergroup Council Of Aa</a>	MD	\$271,749	Administrator/special Worker	\$39,577	<b>\$38,552</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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** 122 organizations. Compensation range \$1–\$147,716; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$294,114); for reference, expenses \$252,193 and assets \$41,921.

**ROLE MATCH** Emanuel Roberts, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	12 <sup>th</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 (Emanuel Roberts) 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 122 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,808 is reasonable (approximately the 12<sup>th</sup> 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.