

Recovery Wellness Initiative Inc

Executive Director / CEO

EIN 921995194

ME · NTEE F20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alan Burgess, Executive Director / CEO** (\$18,782) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

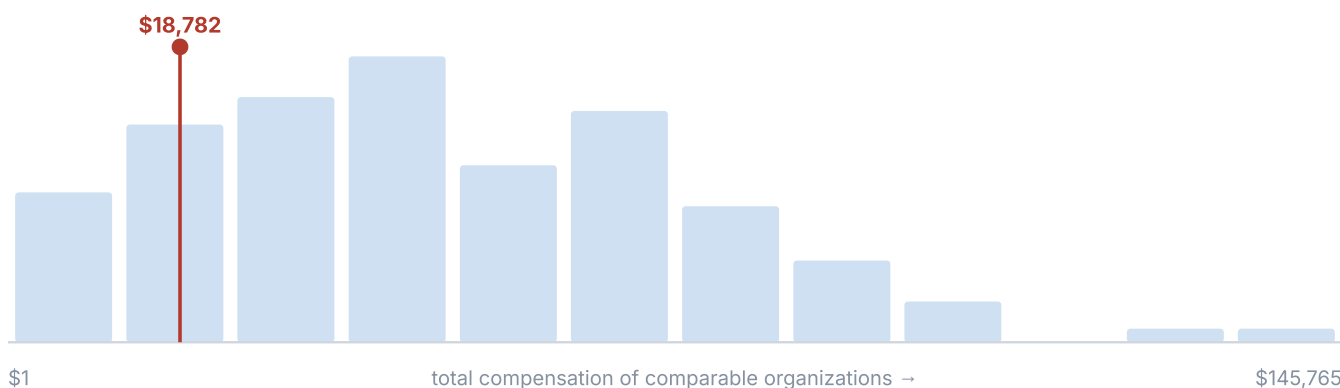
Benchmarked executive: Alan Burgess — reported title “volunteer Coordinator”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (F20).
- BUDGET Total revenue between \$176,737 and \$395,682 — 0.67x to 1.50x the subject's \$263,788 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,647	\$25,938	\$44,842	\$65,401	\$82,605	\$18,782
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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 ME 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
Hope House Ministry Inc	IN	\$262,824	Executive Di	\$61,478	\$64,745	2024
Broken Chains Inc	TX	\$262,071	Ceo Director & Founder	\$30,588	\$31,459	2023
Jesus Inn Ministries Inc	OK	\$265,681	President	\$59,614	\$67,492	2023
The Second Story Foundation	IL	\$265,869	Executive Director	\$41,667	\$40,909	2024
New Dawn Recovery Services Inc	WI	\$266,649	Executive Di	\$75,000	\$80,533	2023
Nashville Peacemakers	TN	\$268,074	Ceo	\$64,260	\$67,456	2024
Raven Cares Inc	KY	\$269,768	President	\$42,308	\$46,735	2023
Summit County Community	OH	\$255,950	Executive Director	\$74,630	\$84,602	2022
Nar-anon Family Group Headquarters Inc	CA	\$271,647	Executive Director	\$50,170	\$43,264	2024
Titus Community Inc	TX	\$255,927	Treasurer & Executive Dire	\$44,258	\$45,518	2023
Baltimore Intergroup Council Of Aa	MD	\$271,749	Administrator/special Worker	\$39,577	\$38,043	2023
Mississippi Harm Reduction Initiative	MS	\$272,586	Executive Director	\$39,423	\$43,848	2024
Simple Living Inc	MA	\$273,430	Executive Di	\$62,400	\$55,999	2024
Aasf Valley Central Office	CA	\$254,095	Director	\$75,841	\$65,401	2024
Jackson County Court Service Inc	AL	\$253,351	Exec Director	\$30,462	\$33,836	2023
Favor Grand Strand	SC	\$251,550	Director	\$126,000	\$131,273	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Angels In Flight Recovery Center	GA	\$277,363	President	\$41,600	\$41,772	2024
American Society Of Addiction Medicine	WI	\$277,418	Member	\$7,245	\$7,556	2024
Perfectly Loved Inc	AR	\$249,589	Executive Di	\$45,066	\$49,284	2025
Grace Of God Recovery House Inc	NY	\$248,554	President	\$52,486	\$46,143	2025
Clay Student Leadership Inc	TX	\$279,317	President	\$15,833	\$15,817	2024
Turning Point Christian Center Inc	CT	\$248,183	President/director	\$65,098	\$60,955	2024
Freedom Center	MS	\$279,581	Executive Di	\$13,000	\$14,459	2024
Rose Garden Recovery Community Inc	IN	\$279,654	Executive Dir.	\$28,408	\$29,918	2024
Desire 4 Hope Inc	NJ	\$247,014	Executive Director	\$25,818	\$23,701	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 117 organizations. Compensation range \$1–\$145,765; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$263,788); for reference, expenses \$220,678 and assets \$43,110.

ROLE MATCH Alan Burgess, reported title "*volunteer Coordinator*", 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.
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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	16 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 (Alan Burgess) 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 117 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,782 is reasonable (approximately the 16th 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.