

# Palmetto Recovery Of Charleston

Executive Director / CEO

EIN 922034529

SC · NTEE F20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ryan Stobis, Executive Director / CEO** (\$52,350) against **every comparable organization** that fit the selection criteria — **142** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

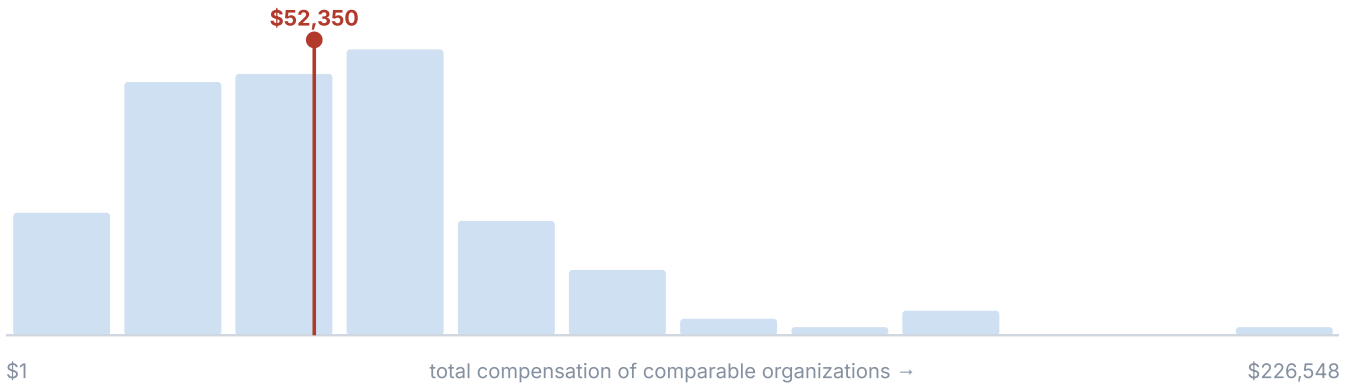
**Benchmarked executive:** Ryan Stobis — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$301,179 and \$674,281 — 0.67x to 1.50x the subject's \$449,521 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

**142** organizations qualified on sector, size, and geography → **142** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,538	\$32,841	\$53,514	\$71,905	\$95,319	\$52,350
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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 SC 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="#">Christian Love Ministries Inc</a>	NC	\$449,460	Executive Di	\$57,485	<b>\$58,617</b>	2023
<a href="#">Recovery Advocates In Livingston Inc</a>	MI	\$449,928	Director	\$49,525	<b>\$48,999</b>	2024
<a href="#">Quabbin Healthcare Inc</a>	MA	\$449,103	Past President/ceo	\$61,276	<b>\$54,340</b>	2023
<a href="#">Sea Change Recovery Community</a>	NJ	\$450,113	President	\$86,539	<b>\$74,063</b>	2024
<a href="#">Wow Transition House Inc</a>	TN	\$448,460	Executive Di	\$76,021	<b>\$74,621</b>	2025
<a href="#">The Robert W Maxwell Memorial</a>	PA	\$448,331	Executive Vp	\$96,693	<b>\$92,429</b>	2024
<a href="#">Recoverywerks</a>	TX	\$450,983	Executive Dir.	\$57,692	<b>\$55,318</b>	2024
<a href="#">Shalom House Ministries Inc</a>	SC	\$451,156	Executive Director/president	\$52,530	<b>\$54,082</b>	2023
<a href="#">Any Positive Change Incorporated</a>	CA	\$447,100	Executive Di	\$93,240	<b>\$77,176</b>	2024
<a href="#">New Start Program</a>	OR	\$447,079	Officer	\$247,200	<b>\$226,548</b>	2023
<a href="#">Giving Recovery A Chance Everyday</a>	IN	\$445,528	Director	\$6,750	<b>\$7,024</b>	2023
<a href="#">Covenant Counseling Ministries Inc</a>	MD	\$443,410	President	\$72,039	<b>\$64,558</b>	2024
<a href="#">Northbound &amp; Co</a>	PA	\$441,506	Executive Directortreasurer	\$55,092	<b>\$52,662</b>	2024
<a href="#">Mission 61 Inc</a>	MN	\$457,543	President/ce	\$21,200	<b>\$20,673</b>	2023
<a href="#">180 Ranch Inc</a>	TX	\$460,981	Executive Director	\$50,000	<b>\$47,942</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Humanity United With God For Sociey</a>	GA	\$463,235	Executive Director	\$102,000	<b>\$98,308</b>	2024
<a href="#">Genesis Counseling Services Inc</a>	MA	\$435,540	President	\$75,044	<b>\$64,640</b>	2024
<a href="#">Spring-ford Counseling Services Inc</a>	PA	\$434,372	Executive Director/secretaria	\$39,191	<b>\$37,463</b>	2024
<a href="#">Recovery Bartow Inc</a>	GA	\$433,752	Executive Director	\$34,754	<b>\$33,496</b>	2024
<a href="#">Washed Clean Addiction &amp; Recovery Ministries</a>	SD	\$465,327	President	\$48,000	<b>\$50,779</b>	2024
<a href="#">Harrison County Substance Abuse</a>	IN	\$433,229	Executive Dir.	\$55,558	<b>\$56,161</b>	2024
<a href="#">Stalwart Clean And Sober</a>	CA	\$466,269	Ceo	\$62,520	<b>\$53,277</b>	2023
<a href="#">Hogar Santisima Trinidad Inc</a>	PR	\$428,208	Director	\$36,872	<b>\$36,872</b>	2024
<a href="#">Accredited Recovery Housing Inc</a>	OH	\$428,059	Executive Director	\$80,655	<b>\$81,885</b>	2024
<a href="#">Exodus 14 Ministries Inc</a>	TN	\$471,025	President	\$32,534	<b>\$32,780</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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** 142 organizations. Compensation range \$1–\$226,548; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$449,521); for reference, expenses \$233,997 and assets \$737,393. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Ryan Stobis, reported title " <i>President</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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	43 <sup>rd</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 (Ryan Stobis) 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 142 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,350 is reasonable (approximately the 46<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.