

East Los Angeles Alcoholism Council

Executive Director / CEO

EIN 953256512

CA · NTEE F22Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Charles D Garcia, Executive Director / CEO** (\$14,600) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Charles D Garcia — reported title “Chairman”, 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 (F22Z).

BUDGET Total revenue between \$328,413 and \$735,253 — 0.67x to 1.50x the subject's \$490,169 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F22), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography

→ **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,939

\$37,463

\$75,056

\$98,443

\$134,044

\$14,600



■ 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 CA 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
Alabaster House	SC	\$489,645	Director	\$71,182	\$85,999	2024
Turning Point Evaluation Inc	IA	\$483,893	Member	\$93,575	\$118,655	2024
Kanawha Valley Fellowship Home Inc	WV	\$480,927	Executive Director	\$58,738	\$75,827	2023
Fundacion Creemos En Ti Corporation	PR	\$504,204	Vicepresident	\$8,000	\$8,000	2024
Potters House Substance Abuse Center	AZ	\$507,627	Ceo	\$4,557	\$5,226	2023
Aaron B Lackey Ministries	GA	\$470,460	President	\$26,000	\$31,169	2023
Liberation Institute	HI	\$468,990	Clincial Director	\$41,215	\$42,733	2024
Forge Recovery Center Inc	GA	\$511,887	Director	\$27,308	\$32,738	2023
Darp Inc	OK	\$468,439	President	\$80,600	\$100,131	2025
Thirteen Step House Inc	IN	\$512,241	Executive Director	\$65,000	\$81,727	2023
The Etheridge Foundation	CA	\$463,479	Executive Director	\$96,500	\$96,500	2024
Northwest Network Btlg Survivors Abuse0	WA	\$457,014	Executive Dir.	\$322,801	\$334,691	2024
A Place Of Restoration	LA	\$456,923	Director	\$59,085	\$75,345	2024
Palmer Drug Abuse Program Houston Inc	TX	\$523,914	Executive Director	\$111,240	\$128,864	2024
Acacia Counseling Inc	CO	\$451,559	President	\$57,595	\$63,957	2024
End It For Good Inc	MS	\$532,175	Ceo	\$50,454	\$65,076	2024
A New Direction For Women And Men Inc	FL	\$539,081	Ceo	\$20,550	\$25,880	2021

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Will Work For Recovery	MN	\$436,741	President	\$116,981	\$137,816	2023
Samads House Corp	WI	\$548,456	Chief Executive Office	\$30,300	\$36,646	2024
Begin Anew	MN	\$549,520	Exec. Director	\$64,904	\$74,270	2024
Be The Bush Ministries	TN	\$430,427	Executive Director	\$43,600	\$53,074	2024
Sarasota Addiction Recovery Assistance Inc	FL	\$428,021	President	\$42,000	\$47,043	2023
The Villa Center Inc	CA	\$554,237	Executive Director	\$77,748	\$77,748	2024
Solus Christus Inc	NC	\$422,724	Executive Di	\$62,000	\$74,189	2024
Keene Serenity Center Inc	NH	\$421,322	Executive Director	\$63,888	\$68,317	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	71 organizations. Compensation range \$5,226–\$456,179; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$490,169); for reference, expenses \$513,982 and assets \$0.
ROLE MATCH	Charles D Garcia, reported title " <i>Chairman</i> ", 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	5 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	6 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 (Charles D Garcia) 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 71 similarly situated organizations (Same NTEE sector (F22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,600 is reasonable (approximately the 7th 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.