

Lifechanges Family Guidance & Wellness

Executive Director / CEO

EIN 260650462

NC · NTEE F30

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Latrina D Winford, Executive Director / CEO** (\$39,212) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

Benchmarked executive: Latrina D Winford — 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 (F30).

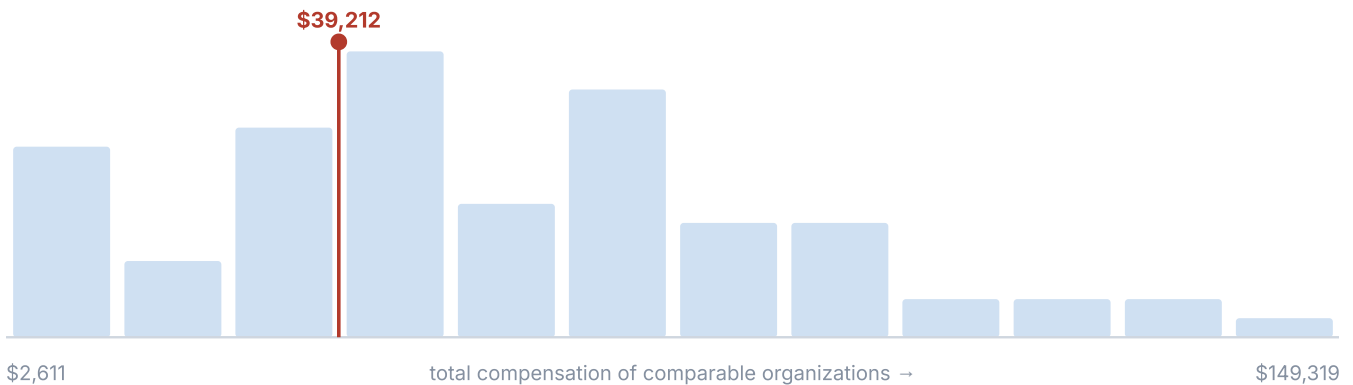
BUDGET Total revenue between \$214,186 and \$479,521 — 0.67x to 1.50x the subject's \$319,681 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,693	\$31,636	\$50,850	\$75,367	\$98,100	\$39,212
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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 NC 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
Soul Friends Inc	CT	\$320,064	Ceo	\$5,710	\$5,181	2024
Cbhs Inc	NY	\$316,239	Chief Administrative Officer	\$12,436	\$10,876	2024
Clearhope Counseling Center	TX	\$312,998	Executive Director	\$123,602	\$119,660	2024
Everybody Loves Kenny Inc	NJ	\$327,235	Vice President	\$49,800	\$43,032	2024
Agape Therapy Institute Corporation	FL	\$307,934	Founder Ceo Clinical Director	\$102,492	\$95,936	2023
Ben's Ranch Foundation Inc	IN	\$333,848	Chairman/exe Director	\$60,000	\$61,236	2024
Crossing Bridges Therapeutic Riding Center Inc	OR	\$334,561	Executive Director	\$42,000	\$37,748	2024
Medicine Horse Program	CO	\$302,775	Executive Director	\$81,785	\$75,897	2024
The Transition House Of Indiana Inc	FL	\$346,921	Ceo	\$3,773	\$3,430	2024
Buehler Wellness Center Inc	IL	\$291,955	Ceo	\$45,079	\$42,891	2024
Inner Journey Healing Arts Center	OR	\$348,937	Secretary Treasurer	\$58,075	\$50,850	2025
The Reflect Organization	PA	\$290,245	Chief Executive Officer	\$43,186	\$42,912	2023
Rise Homes	NV	\$350,474	President	\$9,025	\$9,014	2023
International Bipolar Foundation	CA	\$285,976	Executive Dir.	\$157,386	\$135,413	2023
Fresh Start Clubhouse Inc	MI	\$283,567	Executive Di	\$66,908	\$66,837	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Mental And Emotional Resource Center	TN	\$283,071	Executive Dir	\$29,423	\$30,816	2023
Papillion Center Inc	KY	\$282,268	Executive Director	\$88,463	\$91,982	2024
New Mexico Association For Infant Mental Health	NM	\$281,850	Executive Director	\$31,720	\$33,018	2024
Nami Lake County Oh	OH	\$363,723	Executive Director	\$47,500	\$50,128	2023
Windhorse Guild Inc	CO	\$363,946	Executive Director	\$86,038	\$79,844	2024
Katies Place Clubhouse	PA	\$364,373	President And Ceo	\$15,138	\$14,234	2025
Good Grief Of Northwest Ohio Inc	OH	\$367,964	Managing Director	\$69,502	\$71,243	2024
Penquis Mental Health Association	ME	\$270,417	Chief Executive Officer	\$34,929	\$33,850	2024
R & B Counseling Corp Nfp	IL	\$369,875	Chair	\$50,750	\$49,713	2023
Equiteam Support Services	PA	\$269,287	Executive Director	\$121,541	\$117,303	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 79 organizations. Compensation range \$2,611–\$149,319; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$319,681); for reference, expenses \$366,448 and assets \$142,302.

ROLE MATCH Latrina D Winford, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this 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 1 peer 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	32 nd
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	27 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 (Latrina D Winford) 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 10, 2026, comparing compensation against 79 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,212 is reasonable (approximately the 32nd 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 10, 2026.