

Laporte County Drug Free

Executive Director / CEO

EIN 352088450

IN · NTEE F192

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Michelle Webb, Executive Director / CEO** (\$162,264) against **every comparable organization** that fit the selection criteria — **833** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

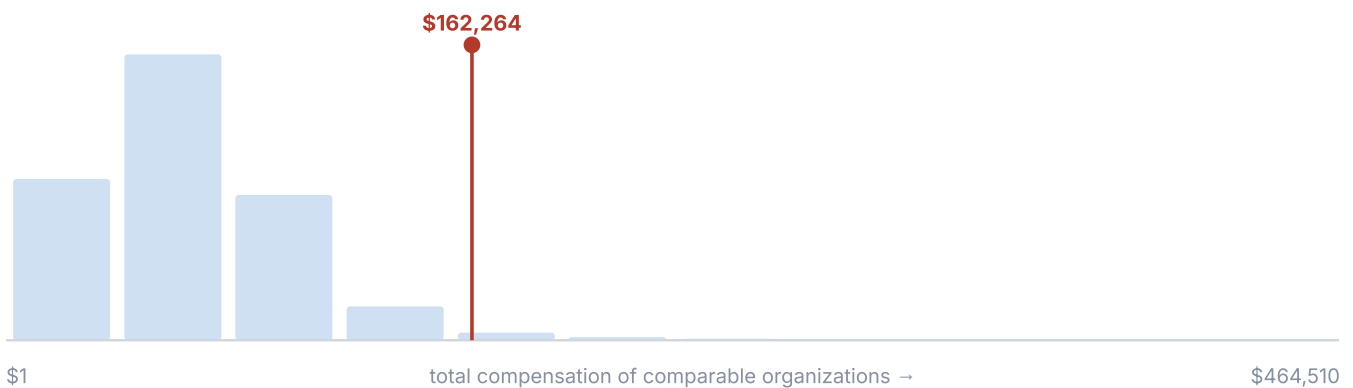
Benchmarked executive: Michelle Webb — reported title “PROGRAM DIRE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F192).
BUDGET	Total revenue between \$302,407 and \$677,032 — 0.67x to 1.50x the subject's \$451,355 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

833 organizations qualified on sector, size, and geography → **833** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,522	\$38,420	\$62,089	\$82,281	\$110,198	\$162,264
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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 IN 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
Community Resilience Initiative	WA	\$451,310	Executive Director	\$36,256	\$30,781	2024
Shalom House Ministries Inc	SC	\$451,156	Executive Director/president	\$52,530	\$53,502	2023
Acacia Counseling Inc	CO	\$451,559	President	\$57,595	\$52,369	2024
Hope4utah	UT	\$451,114	Assistant Director	\$65,000	\$63,084	2024
Recoverywerks	TX	\$450,983	Executive Dir.	\$57,692	\$54,724	2024
The Ryan Licht Sang Bipolar Foundation Inc	IL	\$450,686	President/director	\$98,200	\$91,547	2024
Sea Change Recovery Community	NJ	\$450,113	President	\$86,539	\$73,268	2024
Kadima Nonprofit Housing Corporation	MI	\$452,605	President	\$36,676	\$35,897	2024
The Shafer Center For Crisis Intervention	MS	\$450,069	Director	\$55,660	\$58,784	2024
The Shine Initiative Inc	MA	\$452,657	Executive Director	\$117,349	\$99,996	2024
Greentree Peer Support Program	NC	\$452,730	Executive Di	\$58,000	\$56,829	2024
Recovery Advocates In Livingston Inc	MI	\$449,928	Director	\$49,525	\$48,474	2024
K9s On The Front Line	ME	\$449,827	Co-founder	\$41,760	\$39,653	2024
Idaho Anti Trafficking Coalition Inc	ID	\$452,898	Executive Director	\$64,167	\$66,640	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Palmetto Recovery Of Charleston	SC	\$449,521	President	\$52,350	\$51,788	2024
Christian Love Ministries Inc	NC	\$449,460	Executive Di	\$57,485	\$57,988	2023
Charlie's 34 House Inc	OH	\$449,340	Board Member	\$47,641	\$49,262	2023
Matthew's Hope Foundation Inc	TX	\$453,413	Director & Executive Direc	\$96,000	\$91,062	2024
Quabbin Healthcare Inc	MA	\$449,103	Past President/ceo	\$61,276	\$53,757	2023
Wow Transition House Inc	TN	\$448,460	Executive Di	\$76,021	\$73,821	2025
The Robert W Maxwell Memorial	PA	\$448,331	Executive Vp	\$96,693	\$91,437	2024
Spirit - Peers For Independence &	CA	\$448,235	Executive Dir.	\$40,312	\$33,984	2023
Morning Star Community Services	WA	\$455,110	Executive Director	\$22,283	\$19,477	2023
Yana House	IL	\$455,297	Executive Director	\$158,600	\$144,045	2025
New Beginning Of Charleston Inc	SC	\$455,552	Program Coordinator	\$60,577	\$59,927	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **833** organizations. Compensation range \$1–\$464,510; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$451,355); for reference, expenses \$449,122 and assets \$6,136.
ROLE MATCH	Michelle Webb, reported title " <i>PROGRAM DIRE</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	57 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	98 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	94 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 (Michelle Webb) 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 13, 2026, comparing compensation against 833 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$162,264 is reasonable (approximately the 98th 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 13, 2026.