

Drug Free Marion County

Executive Director / CEO

EIN 352115495

IN · NTEE F20

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Michaelangelo McClendon, Executive Director / CEO** (\$88,250) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (F20).

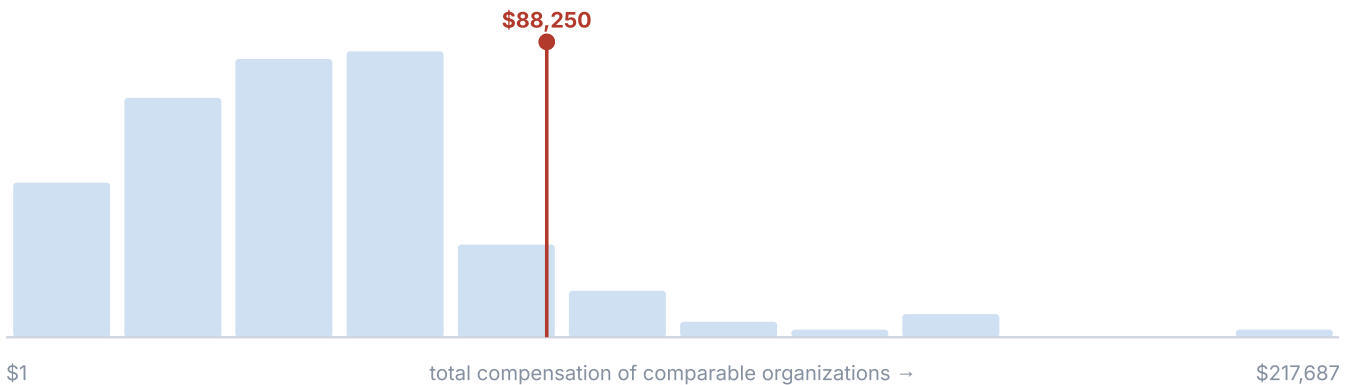
BUDGET Total revenue between \$249,393 and \$558,343 — 0.67x to 1.50x the subject's \$372,229 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

149 organizations qualified on sector, size, and geography

→ **149** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,434	\$31,206	\$50,302	\$66,831	\$86,711	\$88,250
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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
Stepping Stones Behavioral Health	MT	\$372,199	Executive Dir.	\$36,400	\$37,207	2023
Choice Recovery Coaching Inc	MA	\$373,136	Alves	\$46,800	\$38,735	2024
Western Maine Addiction Recovery Initiative	ME	\$369,918	Executive Director	\$62,060	\$58,928	2023
San Francisco Drug Users Union	CA	\$368,545	Executive Dir.	\$37,500	\$29,825	2024
A Peace Of Mind Sl Corporation	CA	\$377,191	President	\$64,800	\$51,538	2024
Love And Respect Community For Recovery And Wellness Inc	NC	\$365,288	Executive Director	\$69,712	\$66,345	2024
Care Resources Inc	NC	\$383,862	Director	\$26,500	\$25,965	2023
New Hampshire Lawyers Assistance Program	NH	\$359,591	Executive Director	\$103,200	\$87,769	2024
Ccb Foundation Inc	MA	\$359,345	Treasurer	\$1	\$1	2024
Recover Houses Of Rochester Inc	NY	\$357,174	Chairman	\$55,200	\$45,942	2024
Nick's Place Inc	MD	\$388,231	Executive Director	\$85,852	\$73,928	2024
Claudias And Eddies Place Nfp	IL	\$388,331	Director	\$104,000	\$96,954	2023
Oregon Mind Body Institute	OR	\$388,883	Executive Di	\$83,015	\$71,006	2024
Calibrate A Non Profit Corporation	CA	\$351,799	Executive Director	\$22,800	\$17,666	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Student Leadership Services Inc	MI	\$393,634	Executive Di	\$70,298	\$66,831	2024
Phoenix House Foundation Inc	NY	\$350,690	President & Ceo	\$67,941	\$56,547	2024
Guilford County Solution To The	NC	\$394,014	President And Executive Director	\$37,500	\$34,769	2025
Walton Empowers Inc	GA	\$348,876	Director	\$75,821	\$72,293	2023
Serenity Consultants Inc	OH	\$395,700	Executive Di	\$29,409	\$29,537	2023
The So That Project Nfp	IL	\$347,258	Executive Di	\$63,403	\$57,412	2024
Safe Place Treatment Services Corporation	FL	\$346,878	Ceopresident	\$39,000	\$33,745	2024
Revive Inc	NE	\$346,687	Executive Director	\$43,728	\$44,599	2023
Natso Foundation Inc	VA	\$346,497	Executive Director	\$151,169	\$134,438	2024
Seekhealing	NC	\$403,756	Executive Director	\$51,337	\$48,857	2024
Grit & Grace A Recovery Community Organization Inc	GA	\$339,830	Executive Director	\$60,000	\$55,567	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 2023 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 149 organizations. Compensation range \$1–\$217,687; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$372,229); for reference, expenses \$0 and assets \$25,535. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Michaelangelo McClendon, reported title " <i>Executive Director</i> ", 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	6 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	91 st
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	88 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 (Michaelangelo McClendon) 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 149 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,250 is reasonable (approximately the 91st 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.