

Casa Of Grant County Inc

Executive Director / CEO

EIN 352155272

IN · NTEE I80

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Leslie Hendricks, Executive Director / CEO** (\$67,097) against **every comparable organization** that fit the selection criteria — **101** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

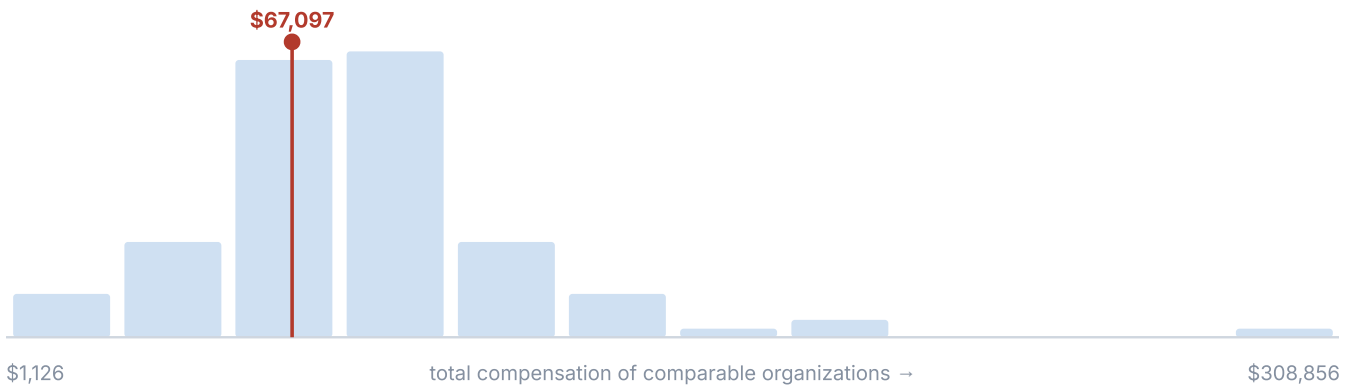
Benchmarked executive: Leslie Hendricks — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I80).
BUDGET	Total revenue between \$300,244 and \$672,189 — 0.67x to 1.50x the subject's \$448,126 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I80), nationwide + budget 0.67–1.5x revenue.

101 organizations qualified on sector, size, and geography → **101** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$43,428	\$65,971	\$79,990	\$97,875	\$123,354	\$67,097
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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
Innocent	MI	\$452,829	President	\$88,000	\$83,660	2024
Open Hands Legal Services Inc	NY	\$443,206	Executive Director	\$107,981	\$92,526	2023
Christian Legal Clinics Of Philadelphia	PA	\$455,121	Executive Director	\$92,475	\$84,939	2024
South Alabama Volunteer Lawyers Program	AL	\$455,874	Executive Director	\$70,449	\$72,171	2023
Voices For Children Inc	MD	\$438,297	Executive Director	\$84,342	\$70,756	2025
Energy & Mineral Law Foundation	KY	\$458,300	Executive Director	\$143,586	\$142,087	2024
Annapolis Immigration Justice Network Inc	MD	\$437,410	Executive Director From June 2023	\$52,613	\$46,643	2023
Choosing Justice Initiative	TN	\$436,697	President	\$101,093	\$97,875	2024
University Student Legal Services	NC	\$459,750	Attorney	\$128,596	\$125,999	2023
Triple Twelve Ministries Inc	KY	\$461,984	Executive Director	\$85,231	\$82,167	2025
Restoring Justice	TX	\$464,811	Ceo	\$122,405	\$112,777	2024
All For The Family Legal Clinic Inc	CA	\$466,149	Managing Attorney Ceo	\$94,246	\$74,957	2024
Arizona Senior Citizens	AZ	\$424,724	Interim Dire	\$103,514	\$91,693	2024
The Liberty Initiative Inc	AR	\$424,640	Executive Di	\$47,800	\$49,488	2024
Steen Mountain Defenders	OR	\$471,908	Ex Director	\$95,046	\$81,297	2024
Access The Law	OR	\$472,403	Excutive Director	\$113,377	\$99,841	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gallia County Defense Attorney Corp	OH	\$420,000	President	\$122,959	\$119,951	2024
Software Freedom Law Center Inc	NY	\$478,107	Pres, Exec Dir, & Chairman	\$61,584	\$49,935	2025
Inner Banks Legal Services	NC	\$417,113	Excutive Dir	\$61,439	\$58,471	2024
A Legacy Of Equality Leadership And Organizing	WA	\$415,878	Executive Director	\$84,075	\$69,331	2024
Miracle Of Innocence Inc	KS	\$413,890	President	\$45,000	\$44,777	2024
Volunteer Lawyer Program Of Northeast	IN	\$409,557	Executive Dir.	\$84,500	\$82,076	2024
People With Disabilities Foundation	CA	\$409,253	President &	\$91,826	\$75,190	2023
Step Up To Justice	AZ	\$488,880	Executive Director	\$90,176	\$79,878	2024
Legal Assistance Center	MI	\$406,111	Executive Di	\$100,570	\$95,611	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	101 organizations. Compensation range \$1,126–\$308,856; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$448,126); for reference, expenses \$404,207 and assets \$397,146.
ROLE MATCH	Leslie Hendricks, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	29 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	25 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 (Leslie Hendricks) 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 101 similarly situated organizations (Same NTEE sector (I80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,097 is reasonable (approximately the 29th 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.