

Student Leadership Services Inc

Executive Director / CEO

EIN 382879899

MI · NTEE F20P

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Dawn M Flood, Executive Director / CEO** (\$70,298) 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 **75th** percentile of comparable organizations within the typical range

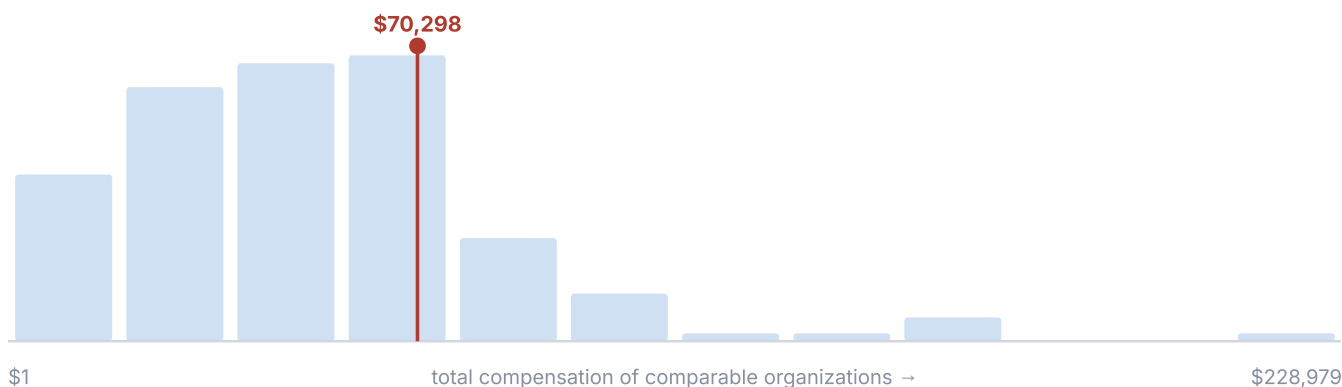
Benchmarked executive: Dawn M Flood — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20P).
BUDGET	Total revenue between \$263,734 and \$590,451 — 0.67x to 1.50x the subject's \$393,634 (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 from the benchmarked peer set.

Distribution of comparable compensation



\$16,000	\$31,803	\$52,160	\$69,786	\$91,341	\$70,298
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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 MI 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
Guilford County Solution To The	NC	\$394,014	President And Executive Director	\$37,500	\$36,572	2025
Serenity Consultants Inc	OH	\$395,700	Executive Di	\$29,409	\$31,070	2023
Oregon Mind Body Institute	OR	\$388,883	Executive Di	\$83,015	\$74,690	2024
Claudias And Eddies Place Nfp	IL	\$388,331	Director	\$104,000	\$101,984	2023
Nick's Place Inc	MD	\$388,231	Executive Director	\$85,852	\$77,762	2024
Care Resources Inc	NC	\$383,862	Director	\$26,500	\$27,312	2023
Seekhealing	NC	\$403,756	Executive Director	\$51,337	\$51,392	2024
Community Resources United To Stop	IA	\$406,780	Executive Director	\$67,664	\$71,779	2024
Alcohol & Addictions Resource	IN	\$406,834	Executive Di	\$60,000	\$61,302	2024
Edna's Circle	IL	\$407,363	Executive Director	\$21,340	\$20,326	2024
Louisville Recovery Community Connections Inc	KY	\$409,278	Executive Director	\$70,000	\$72,862	2024
A Peace Of Mind SI Corporation	CA	\$377,191	President	\$64,800	\$54,211	2024
The Shepherd's Way Christian Ministries Inc	IN	\$411,659	Executive Director	\$22,608	\$23,781	2023
Sower Organization	IL	\$412,590	President	\$110,750	\$105,487	2024
Choice Recovery Coaching Inc	MA	\$373,136	Alves	\$46,800	\$40,745	2024
Phatt Chance Community Services	CA	\$414,888	President	\$20,804	\$17,918	2023
Drug Free Marion County	IN	\$372,229	Executive Director	\$88,250	\$92,828	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stepping Stones Behavioral Health	MT	\$372,199	Executive Dir.	\$36,400	\$39,137	2023
Western Maine Addiction Recovery Initiative	ME	\$369,918	Executive Director	\$62,060	\$61,985	2023
San Francisco Drug Users Union	CA	\$368,545	Executive Dir.	\$37,500	\$31,372	2024
Resurrection Power Of Washington Pa	PA	\$420,859	Executive Di	\$22,785	\$22,014	2024
Love And Respect Community For Recovery And Wellness Inc	NC	\$365,288	Executive Director	\$69,712	\$69,786	2024
New Hampshire Lawyers Assistance Program	NH	\$359,591	Executive Director	\$103,200	\$92,321	2024
Ccb Foundation Inc	MA	\$359,345	Treasurer	\$1	\$1	2024
Accredited Recovery Housing Inc	OH	\$428,059	Executive Director	\$80,655	\$82,764	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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–\$228,979; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$393,634); for reference, expenses \$213,967 and assets \$257,797. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Dawn M Flood, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	75 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	72 nd

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 (Dawn M Flood) 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 149 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,298 is reasonable (approximately the 75th 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.