

# Hc Drugfree Inc

Executive Director / CEO

EIN 383702298

MD · NTEE B90

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Joan Webb Scornaienchi, Executive Director / CEO** (\$130,800) against **every comparable organization** that fit the selection criteria — **285** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

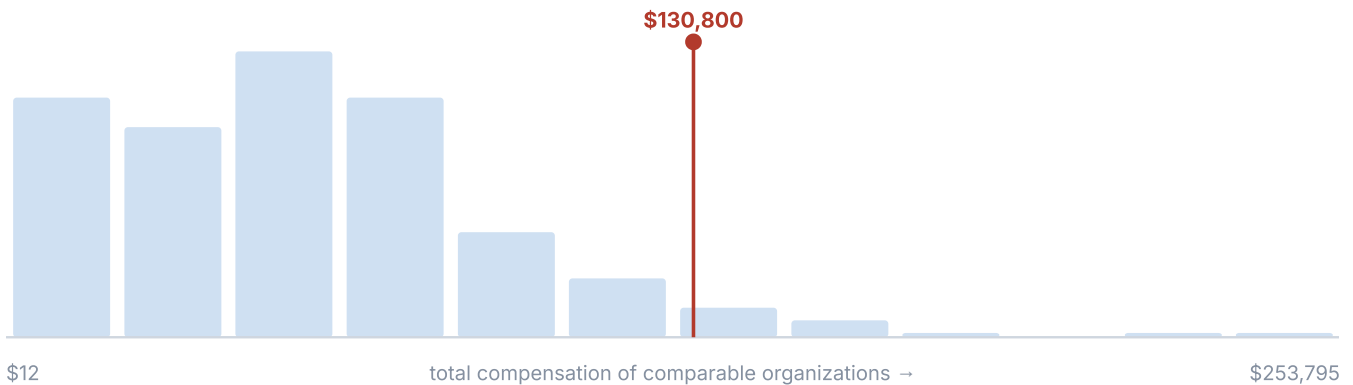
**Benchmarked executive:** Joan Webb Scornaienchi — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$128,424 and \$287,518 — 0.67x to 1.50x the subject's \$191,679 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**285** organizations qualified on sector, size, and geography → **285** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,234	\$24,259	\$52,574	\$77,365	\$105,144	<b>\$130,800</b>
----------	----------	----------	----------	-----------	------------------



## ● 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 MD 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
<a href="#">Best Resource Center Inc</a>	NY	\$192,042	President	\$11,600	<b>\$11,509</b>	2024
<a href="#">Peace &amp; Friendship Society Of Central Florida Inc</a>	FL	\$192,244	Director	\$72,773	<b>\$77,277</b>	2023
<a href="#">Educational Support Organization</a>	MS	\$192,594	Board Member	\$5,250	<b>\$6,609</b>	2023
<a href="#">Amplify Horse Racing</a>	KY	\$192,754	Executive Director	\$73,500	<b>\$86,699</b>	2024
<a href="#">Olde English Consortium</a>	SC	\$189,943	Executive Director	\$102,440	<b>\$117,335</b>	2024
<a href="#">Northeast Ohio Worker Center</a>	OH	\$189,940	Executive Director	\$56,243	<b>\$65,403</b>	2024
<a href="#">Youthful Impact</a>	CT	\$189,735	President & Ceo	\$22,889	<b>\$24,259</b>	2023
<a href="#">Discovery Therapies Inc</a>	SC	\$193,827	Ceo And Cfo	\$32,200	<b>\$35,931</b>	2025
<a href="#">Chester Street Foundation</a>	TX	\$193,987	Ceo, Chair	\$65,158	<b>\$71,561</b>	2024
<a href="#">The Ohio Educational Outreach Found</a>	OH	\$189,289	Board Member	\$500	<b>\$581</b>	2024
<a href="#">Sunset Spark Inc</a>	NY	\$195,116	Secretary	\$45,000	<b>\$45,964</b>	2023
<a href="#">Braination Foundation</a>	TX	\$195,476	Board Member	\$15,120	<b>\$16,606</b>	2024
<a href="#">Black Educational Achievement Movement</a>	OR	\$195,661	President	\$84,086	<b>\$85,734</b>	2024
<a href="#">Weteachthink</a>	NE	\$186,920	Executive Director	\$77,100	<b>\$91,046</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Glenhagen Farm Retreat</a>	IL	\$196,629	Director	\$2,650	<b>\$2,944</b>	2023
<a href="#">Kids Club Inc</a>	MD	\$186,674	Treasurer	\$77,100	<b>\$81,478</b>	2023
<a href="#">Community School Collaborative</a>	MT	\$186,637	Executive Di	\$20,000	<b>\$23,060</b>	2025
<a href="#">Gilbert Albert Community Center Inc</a>	MA	\$197,000	Executive Director	\$25,000	<b>\$24,665</b>	2024
<a href="#">Veritas Classical School Inc</a>	MS	\$197,652	President	\$79,080	<b>\$96,700</b>	2024
<a href="#">San Francisco Early Care Educators Resource Program</a>	CA	\$185,692	Director	\$104,018	<b>\$98,615</b>	2024
<a href="#">Latino Community Services</a>	NC	\$185,514	Executive Director	\$70,385	<b>\$82,206</b>	2023
<a href="#">Lindale Isd Education Foundation Inc</a>	TX	\$197,971	Executive Dir.	\$33,920	<b>\$37,253</b>	2024
<a href="#">Spreading Hope Inc</a>	MN	\$199,217	Secretary	\$17,667	<b>\$18,672</b>	2025
<a href="#">Advance</a>	CA	\$199,291	Executive Dir.	\$39,000	<b>\$36,974</b>	2024
<a href="#">The Center For Learning Inc</a>	PA	\$183,868	President	\$28,350	<b>\$31,040</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2025 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 MD 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 285 organizations. Compensation range \$12–\$253,795; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$191,679); for reference, expenses \$232,032 and assets \$212,887.

ROLE MATCH	Joan Webb Scornaienchi, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</sup>

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 (Joan Webb Scornaienchi) 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 285 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,800 is reasonable (approximately the 96<sup>th</sup> 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.