

# Indian Neighborhood Club On

Executive Director / CEO

EIN 411237600

MN · NTEE F22Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gregory Lafontaine, Executive Director / CEO** (\$94,996) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

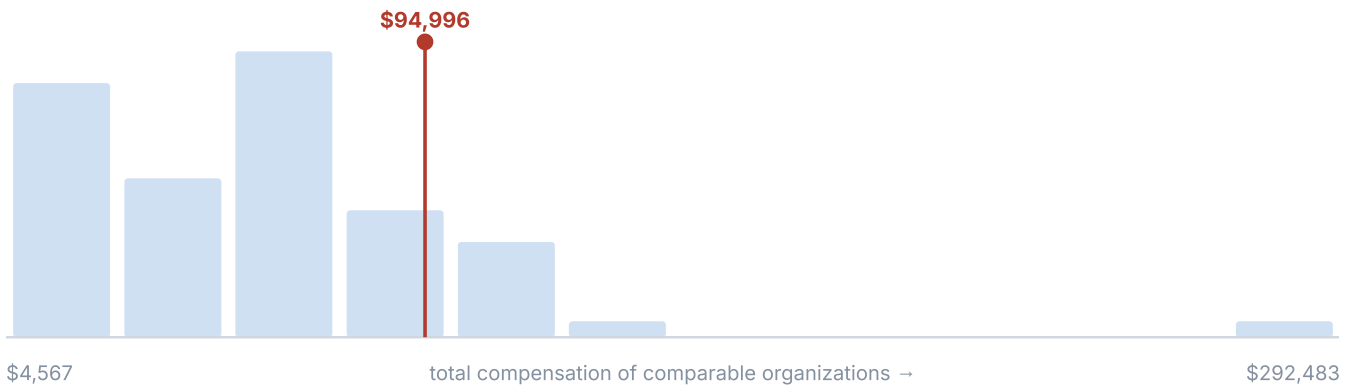
**Benchmarked executive:** Gregory Lafontaine — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F22Z).
BUDGET	Total revenue between \$270,598 and \$605,817 — 0.67x to 1.50x the subject's \$403,878 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F22), nationwide + budget 0.67–1.5x revenue.

**60** organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,944	\$26,771	\$59,160	\$80,548	\$104,583	\$94,996
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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 MN 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="#">Victory Family Outreach Ministries</a>	TX	\$407,627	Trustee	\$24,339	<b>\$25,367</b>	2023
<a href="#">Treatment Communities Of America</a>	DC	\$408,833	Executive Di	\$137,500	<b>\$122,112</b>	2024
<a href="#">Alcoholics Anonymous Cleveland Dist</a>	OH	\$411,140	Secretary/tr	\$72,200	<b>\$79,677</b>	2023
<a href="#">Addict li Athlete</a>	UT	\$418,827	Director And Officer	\$80,288	<b>\$83,161</b>	2024
<a href="#">Keene Serenity Center Inc</a>	NH	\$421,322	Executive Director	\$63,888	<b>\$59,702</b>	2024
<a href="#">Solus Christus Inc</a>	NC	\$422,724	Executive Di	\$62,000	<b>\$64,833</b>	2024
<a href="#">Turning Point Recovery Residence</a>	TN	\$382,694	Secretary	\$60,700	<b>\$66,479</b>	2023
<a href="#">Sarasota Addiction Recovery Assistance Inc</a>	FL	\$428,021	President	\$42,000	<b>\$41,110</b>	2023
<a href="#">Be The Bush Ministries</a>	TN	\$430,427	Executive Director	\$43,600	<b>\$46,381</b>	2024
<a href="#">Will Work For Recovery</a>	MN	\$436,741	President	\$116,981	<b>\$120,436</b>	2023
<a href="#">Grants Pass Sobering Center Inc</a>	OR	\$370,463	Executive Director	\$17,105	<b>\$16,550</b>	2023
<a href="#">Alano Club Of Kent County</a>	MI	\$363,081	Executive Di	\$70,850	<b>\$74,009</b>	2024
<a href="#">Reaching Everyone In Distress Foundation Inc</a>	OH	\$361,388	Board Member	\$5,000	<b>\$5,359</b>	2024
<a href="#">Simple Promise Farms</a>	TX	\$360,356	Executive Dir.	\$35,000	<b>\$35,432</b>	2024
<a href="#">Greater Nashua Council On Alcoholism</a>	NH	\$356,438	President & Ceo (End 10/2022)	\$34,771	<b>\$33,452</b>	2023
<a href="#">Acacia Counseling Inc</a>	CO	\$451,559	President	\$57,595	<b>\$55,891</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Women's Shelter</a>	SC	\$356,124	Executive Di	\$66,265	<b>\$69,962</b>	2024
<a href="#">Teen Challenge For Girls Inc</a>	OH	\$354,524	Ce0/director	\$49,869	<b>\$55,033</b>	2023
<a href="#">A Place Of Restoration</a>	LA	\$456,923	Director	\$59,085	<b>\$65,843</b>	2024
<a href="#">Northwest Network Btlg Survivors Abuse0</a>	WA	\$457,014	Executive Dir.	\$322,801	<b>\$292,483</b>	2024
<a href="#">Intercounty Fellowship Of</a>	CA	\$348,275	Executive Director	\$146,792	<b>\$132,069</b>	2023
<a href="#">The Etheridge Foundation</a>	CA	\$463,479	Executive Director	\$96,500	<b>\$84,330</b>	2024
<a href="#">Darp Inc</a>	OK	\$468,439	President	\$80,600	<b>\$87,504</b>	2025
<a href="#">Liberation Institute</a>	HI	\$468,990	Clincial Director	\$41,215	<b>\$37,344</b>	2024
<a href="#">Anchored Ministries Corp</a>	KY	\$337,971	President	\$19,200	<b>\$21,493</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	60 organizations. Compensation range \$4,567–\$292,483; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$403,878); for reference, expenses \$491,814 and assets \$2,206,196.
ROLE MATCH	Gregory Lafontaine, reported title " <i>Executive Dir.</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** 1 peer 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	82 <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 (Gregory Lafontaine) 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 60 similarly situated organizations (Same NTEE sector (F22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$94,996 is reasonable (approximately the 85<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.