

# North Suburban Counseling Center

Executive Director / CEO

EIN 411522280  
 MN · NTEE F32Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Julie Weekley, Executive Director / CEO** (\$80,669) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

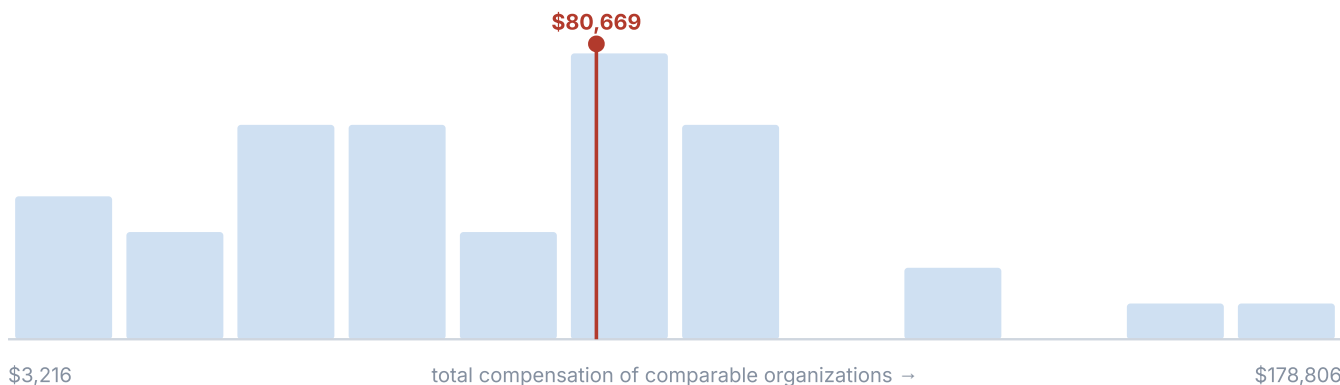
**Benchmarked executive:** Julie Weekley — reported title “EXECUTIVE DIRECTOR/THERAPI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F32Z).
BUDGET	Total revenue between \$329,375 and \$737,407 — 0.67x to 1.50x the subject's \$491,605 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F32), nationwide + budget 0.67–1.5x revenue.

**40** organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,395	\$37,826	\$66,608	\$90,591	\$106,061	\$80,669
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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="#">Be The Change In Mental Health</a>	CA	\$492,149	Ed/secretary	\$104,403	<b>\$91,237</b>	2023
<a href="#">Youth Development Services</a>	WY	\$490,445	Executive Director	\$33,461	<b>\$34,313</b>	2025
<a href="#">Mental Health Collaborative</a>	FL	\$486,683	Executive Director	\$92,616	<b>\$85,526</b>	2024
<a href="#">Michigan Psychoanalytic Institute</a>	MI	\$502,780	Administrator Director	\$81,724	<b>\$82,918</b>	2024
<a href="#">Hats Of Wisdom</a>	AK	\$470,190	Ceo	\$58,155	<b>\$54,654</b>	2024
<a href="#">The Helen Wheeler Center For Community</a>	IL	\$519,400	President/ceo	\$152,723	<b>\$151,951</b>	2023
<a href="#">Community Support Systems Inc</a>	MN	\$531,253	Executive Di	\$66,236	<b>\$64,336</b>	2024
<a href="#">Clubhouse Of St Joseph County Inc</a>	IN	\$532,776	Executive Director	\$100,023	<b>\$103,686</b>	2024
<a href="#">Samaritan Counseling Center Of The Mohaw</a>	NY	\$534,026	Executive Director	\$103,512	<b>\$91,945</b>	2024
<a href="#">Consumer Services Of Madison County Inc</a>	NY	\$540,215	Executive Director	\$59,994	<b>\$53,291</b>	2024
<a href="#">Recovery Zone</a>	OH	\$442,279	Exec Dir - Logan	\$34,762	<b>\$37,261</b>	2023
<a href="#">Grace River Christian Counseling</a>	OK	\$553,863	Executive Di	\$30,800	<b>\$33,338</b>	2024
<a href="#">Prince William Drop In Center</a>	VA	\$429,344	Former Vise Pre	\$78,382	<b>\$74,394</b>	2024
<a href="#">Safehaven Inc</a>	OH	\$555,229	Executive Director	\$77,772	<b>\$78,885</b>	2025
<a href="#">People First Therapy Group</a>	PA	\$559,793	Executive Director	\$81,891	<b>\$82,647</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alaska Mental Health Consumer Web</a>	AK	\$563,705	Executive Director	\$93,009	<b>\$85,156</b>	2025
<a href="#">Art Of Intellegent Minds</a>	AZ	\$570,329	Ceo	\$20,750	<b>\$19,617</b>	2024
<a href="#">Arch Street Center Inc</a>	PA	\$411,582	Exec Directo	\$17,236	<b>\$17,395</b>	2023
<a href="#">Christian Counseling Center</a>	CT	\$409,305	President	\$85,907	<b>\$79,177</b>	2024
<a href="#">Taylor Wellness Center Inc</a>	MD	\$408,929	President Ceo	\$95,000	<b>\$89,885</b>	2023
<a href="#">Caya Clinic Inc</a>	WI	\$405,021	Director	\$26,614	<b>\$27,322</b>	2024
<a href="#">Samaritan Counseling Center Inc</a>	MI	\$404,144	Executive Di	\$105,510	<b>\$104,293</b>	2025
<a href="#">Toby House Iii Inc</a>	AZ	\$585,788	President/ceo	\$31,340	<b>\$29,628</b>	2024
<a href="#">Capital Area Counseling</a>	TX	\$593,837	Executive Director	\$91,911	<b>\$90,376</b>	2024
<a href="#">On Our Own Inc</a>	MD	\$595,723	Executive Director	\$109,201	<b>\$103,321</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 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 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** 40 organizations. Compensation range \$3,216–\$178,806; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$491,605); for reference, expenses \$587,343 and assets \$154,295.

**ROLE MATCH** Julie Weekley, reported title "*EXECUTIVE DIRECTOR/THERAPI*", 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	60 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (Julie Weekley) 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 40 similarly situated organizations (Same NTEE sector (F32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,669 is reasonable (approximately the 60<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.