

# Campbell County Drug Free Alliance

Executive Director / CEO

EIN 822932800

KY · NTEE F21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Olliges, Executive Director / CEO** (\$81,927) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

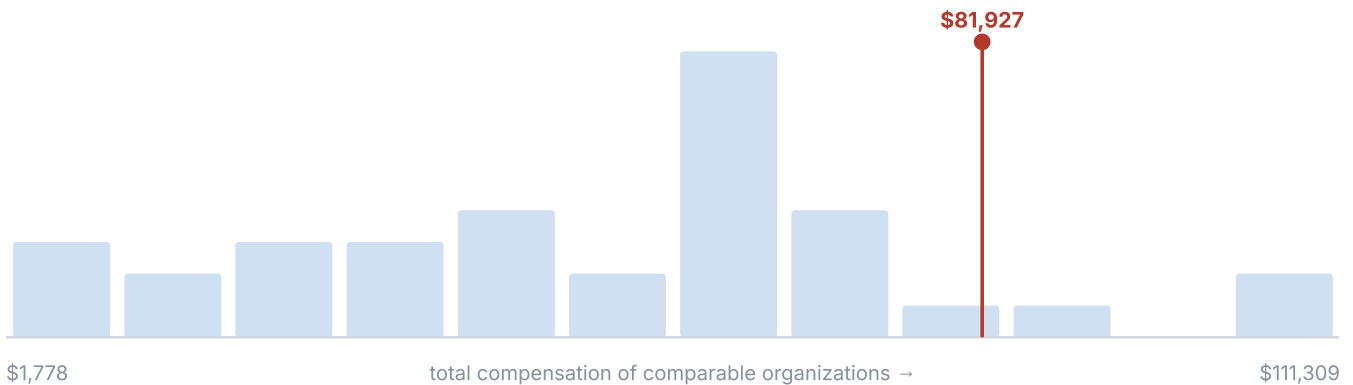
**Benchmarked executive:** Sarah Olliges — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F21).
BUDGET	Total revenue between \$150,751 and \$337,503 — 0.67× to 1.50× the subject's \$225,002 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue.

**34** organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,534	\$31,129	\$55,205	\$64,111	\$74,663	<b>\$81,927</b>
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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 KY 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="#">Ben's Friends</a>	SC	\$224,219	Vice President	\$75,000	<b>\$72,827</b>	2023
<a href="#">Pickaway Addiction Action Coalition</a>	OH	\$226,884	Coalition Administrator	\$31,200	<b>\$29,876</b>	2024
<a href="#">Broward County Intergroup Inc</a>	FL	\$233,902	Executive Dir.	\$66,634	<b>\$56,593</b>	2024
<a href="#">Boone County Prevention &amp;</a>	IA	\$234,876	Executive Dir.	\$57,132	<b>\$58,226</b>	2023
<a href="#">Peer Coalition Inc</a>	NY	\$215,000	Director	\$65,875	<b>\$53,816</b>	2024
<a href="#">Cwc Alliance Inc</a>	GA	\$214,173	Coo	\$43,895	<b>\$39,902</b>	2024
<a href="#">Wswa Educational Foundation Inc</a>	DC	\$240,275	Secretary	\$83,620	<b>\$68,300</b>	2023
<a href="#">Birdielight</a>	OH	\$203,383	Co-founder	\$22,769	<b>\$22,447</b>	2023
<a href="#">Oasis Recovery Community</a>	GA	\$202,208	Secretary/tr	\$18,200	<b>\$19,151</b>	2021
<a href="#">Cmc Initiative Inc</a>	GA	\$248,403	Executive Dir.	\$83,000	<b>\$75,450</b>	2024
<a href="#">Community Living Above</a>	OR	\$201,413	Board Director And Executive Director	\$73,481	<b>\$61,693</b>	2024
<a href="#">Mi Chiantla</a>	WA	\$191,301	President	\$83,736	<b>\$69,780</b>	2023
<a href="#">Angels At Risk</a>	CA	\$259,116	President	\$138,490	<b>\$111,309</b>	2023
<a href="#">Educational Alternatives</a>	OK	\$259,532	Executive Director	\$86,056	<b>\$85,670</b>	2024
<a href="#">Portland Area Intergroup Inc</a>	OR	\$186,364	Office Manager	\$68,000	<b>\$57,091</b>	2024
<a href="#">Lifeline-connect Inc</a>	IL	\$268,033	Exec Dir	\$12,000	<b>\$10,666</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hillsborough County Anti-drug Alliance Inc</a>	FL	\$177,178	Ceo	\$66,734	<b>\$56,677</b>	2024
<a href="#">Suffit Inc</a>	LA	\$175,539	President	\$1,899	<b>\$1,891</b>	2024
<a href="#">Lets Be Clear Georgia Inc</a>	GA	\$274,503	Executive Dir.	\$27,616	<b>\$25,104</b>	2024
<a href="#">The Shepherds Fold Ministry Inc</a>	AR	\$276,142	Exec Director	\$56,012	<b>\$58,602</b>	2023
<a href="#">National Woman's Christian Temperance</a>	IL	\$169,019	President	\$2,000	<b>\$1,778</b>	2024
<a href="#">The Pier Foundation</a>	GA	\$282,695	Vice Chairma	\$68,296	<b>\$62,084</b>	2024
<a href="#">Road Radio Usa Inc</a>	PA	\$162,818	President	\$72,000	<b>\$66,831</b>	2023
<a href="#">The Peggie And Paul Shevlin Family</a>	PA	\$292,653	Executive Di	\$71,859	<b>\$64,786</b>	2024
<a href="#">525 Foundation Inc</a>	IN	\$296,807	President	\$61,000	<b>\$59,875</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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	34 organizations. Compensation range \$1,778–\$111,309; filing years 2021–2024.
SIZE BASIS	Matched on total revenue (\$225,002); for reference, expenses \$173,105 and assets \$44,969.
ROLE MATCH	Sarah Olliges, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	88 <sup>th</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 (Sarah Olliges) 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 34 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,927 is reasonable (approximately the 91<sup>st</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.