

Youth Development Services

Executive Director / CEO

EIN **830248559**
 WY · NTEE F32Z
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Nichole Langley, Executive Director / CEO** (\$33,461) 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 **20th** percentile of comparable organizations below the typical range for comparable organizations

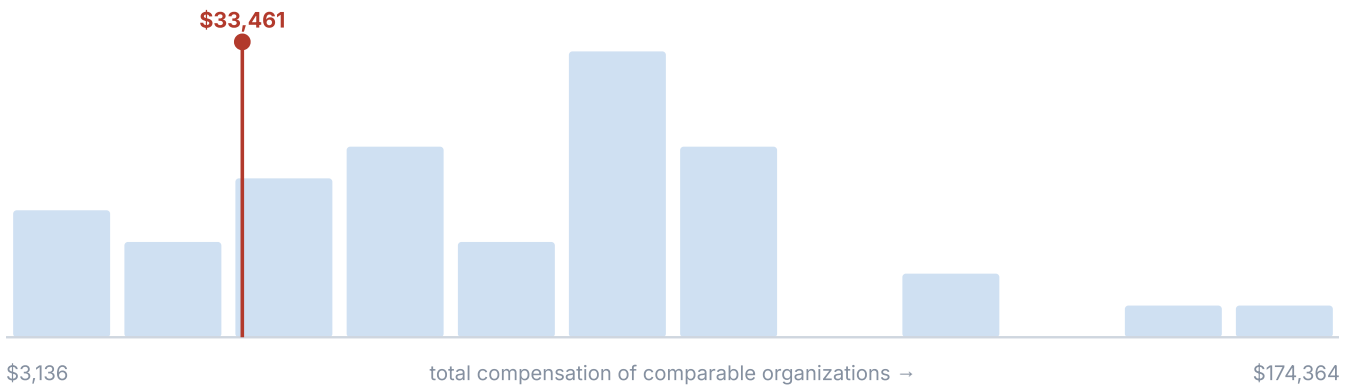
Benchmarked executive: Nichole Langley — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F32Z).
BUDGET	Total revenue between \$328,598 and \$735,667 — 0.67x to 1.50x the subject's \$490,445 (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



\$18,912	\$39,935	\$69,857	\$88,341	\$103,426	\$33,461
----------	----------	----------	----------	-----------	-----------------



● 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 WY 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
North Suburban Counseling Center	MN	\$491,605	Executive Director/therapi	\$80,669	\$78,665	2023
Be The Change In Mental Health	CA	\$492,149	Ed/secretary	\$104,403	\$88,970	2023
Mental Health Collaborative	FL	\$486,683	Executive Director	\$92,616	\$83,401	2024
Michigan Psychoanalytic Institute	MI	\$502,780	Administrator Director	\$81,724	\$80,858	2024
Hats Of Wisdom	AK	\$470,190	Ceo	\$58,155	\$53,296	2024
The Helen Wheeler Center For Community	IL	\$519,400	President/ceo	\$152,723	\$148,176	2023
Community Support Systems Inc	MN	\$531,253	Executive Di	\$66,236	\$62,737	2024
Clubhouse Of St Joseph County Inc	IN	\$532,776	Executive Director	\$100,023	\$101,110	2024
Samaritan Counseling Center Of The Mohaw	NY	\$534,026	Executive Director	\$103,512	\$89,662	2024
Recovery Zone	OH	\$442,279	Exec Dir - Logan	\$34,762	\$36,336	2023
Consumer Services Of Madison County Inc	NY	\$540,215	Executive Director	\$59,994	\$51,966	2024
Prince William Drop In Center	VA	\$429,344	Former Vise Pre	\$78,382	\$72,546	2024
Grace River Christian Counseling	OK	\$553,863	Executive Di	\$30,800	\$32,510	2024
Safehaven Inc	OH	\$555,229	Executive Director	\$77,772	\$76,925	2025
People First Therapy Group	PA	\$559,793	Executive Director	\$81,891	\$80,594	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alaska Mental Health Consumer Web	AK	\$563,705	Executive Director	\$93,009	\$83,040	2025
Arch Street Center Inc	PA	\$411,582	Exec Directo	\$17,236	\$16,963	2023
Art Of Intellegent Minds	AZ	\$570,329	Ceo	\$20,750	\$19,129	2024
Christian Counseling Center	CT	\$409,305	President	\$85,907	\$77,211	2024
Taylor Wellness Center Inc	MD	\$408,929	President Ceo	\$95,000	\$87,652	2023
Caya Clinic Inc	WI	\$405,021	Director	\$26,614	\$26,643	2024
Samaritan Counseling Center Inc	MI	\$404,144	Executive Di	\$105,510	\$101,702	2025
Toby House Iii Inc	AZ	\$585,788	President/ceo	\$31,340	\$28,892	2024
Capital Area Counseling	TX	\$593,837	Executive Director	\$91,911	\$88,131	2024
On Our Own Inc	MD	\$595,723	Executive Director	\$109,201	\$100,754	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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	40 organizations. Compensation range \$3,136–\$174,364; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$490,445); for reference, expenses \$447,266 and assets \$396,284.
ROLE MATCH	Nichole Langley, reported title <i>"EXECUTIVE DIRECTOR"</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	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	10 th

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 (Nichole Langley) 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 \$33,461 is reasonable (approximately the 20th 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.