

Life Align Inc

Executive Director / CEO

EIN 872308614

MI · NTEE F21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nick Scharlow, Executive Director / CEO** (\$102,064) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

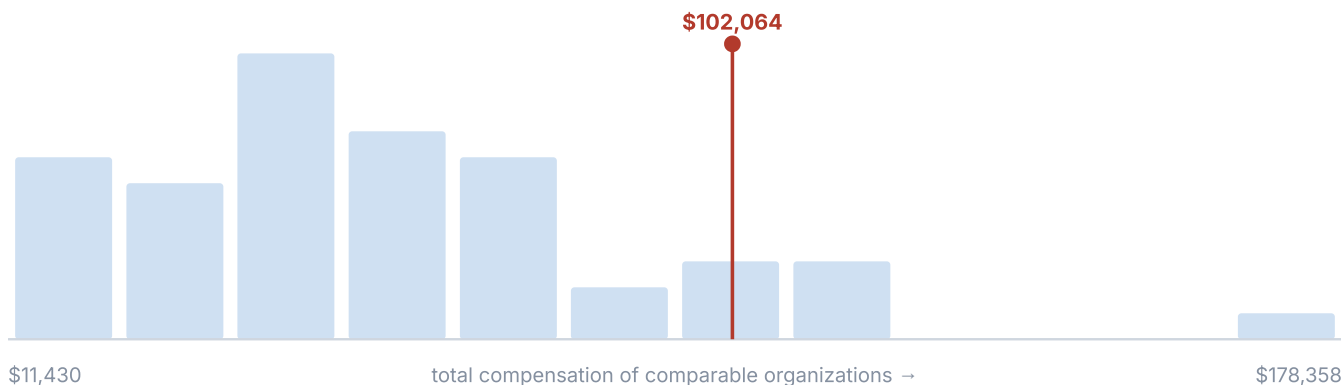
Benchmarked executive: Nick Scharlow — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F21).
BUDGET	Total revenue between \$261,382 and \$585,184 — 0.67x to 1.50x the subject's \$390,123 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F21), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,708	\$37,494	\$54,642	\$74,672	\$102,803	\$102,064
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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 MI 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
Partnership For A Drug Free Community Inc	AL	\$391,838	Executive Director	\$59,301	\$62,068	2024
Alcap	AL	\$388,306	Executive Director	\$71,045	\$74,360	2024
My Life Foundation Inc	MD	\$385,986	President	\$32,180	\$29,148	2024
What's Important Now Foundation	OK	\$380,972	Executive Director	\$104,459	\$111,439	2024
Communities Confronting Substance Use &	NJ	\$400,942	President	\$22,846	\$20,346	2023
Dream Of Hattiesburg Inc	MS	\$402,862	Excutive Director	\$84,768	\$91,468	2024
Community Prevention Services Inc	NC	\$412,682	President	\$49,999	\$51,531	2023
Columbus County Dream Center Inc	NC	\$364,138	Exe Director	\$52,010	\$52,065	2024
Monroe County Coalition Inc	FL	\$358,422	Executive Di	\$74,891	\$68,162	2024
Operation Snowball Inc	IL	\$355,689	Ceo	\$32,780	\$30,417	2025
Life Challenge International	CA	\$424,816	President	\$48,000	\$40,156	2024
Men Of Pa A	HI	\$429,115	Executive Director	\$65,000	\$56,381	2024
Alcohol & Drug Abuse Council Of Delaware	NY	\$430,396	Executive Dir.	\$48,827	\$42,746	2024
Power Forward Inc	MA	\$430,604	Director	\$42,290	\$36,818	2024
Marin Healthy Youth Partnerships	CA	\$347,416	President	\$91,345	\$74,448	2025
Christine Ortoll Recovery	FL	\$346,095	Director/pro	\$81,555	\$79,552	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Overton County Anti-drug Coalition Inc	TN	\$344,408	Director	\$100,053	\$101,892	2024
Mountain Top Cares Coalition Inc	NY	\$436,347	Executive Di	\$88,336	\$75,342	2025
Recover Wyoming	WY	\$437,174	Executive Director	\$71,017	\$75,853	2023
Project White Butterfly	OH	\$342,179	Executive Dir.	\$14,648	\$15,031	2024
Palmer Drug Abuse Program Of Lea	NM	\$439,949	Trustee	\$100,697	\$104,930	2024
Uplift Youth Foundation	CA	\$440,987	Executive Director - (Thru 5/2024)	\$63,497	\$53,121	2024
Travis House Inc	CO	\$338,784	Executive Dir.	\$30,000	\$27,870	2024
Come To Him Ministries	CA	\$336,946	President	\$59,998	\$50,194	2024
Influence Foundation Inc	VT	\$333,588	President & Executive Director	\$115,315	\$115,771	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	48 organizations. Compensation range \$11,430–\$178,358; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$390,123); for reference, expenses \$357,075 and assets \$48,142.
ROLE MATCH	Nick Scharlow, reported title "EXECUTIVE DI", 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.

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	90 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	88 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 (Nick Scharlow) 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 48 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,064 is reasonable (approximately the 90th 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.