

Eau Claire Sober Living Inc

Executive Director / CEO

EIN 872467333

WI · NTEE F21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Markquart, Executive Director / CEO** (\$37,279) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Michelle Markquart — reported title "PRESIDENT/ 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).

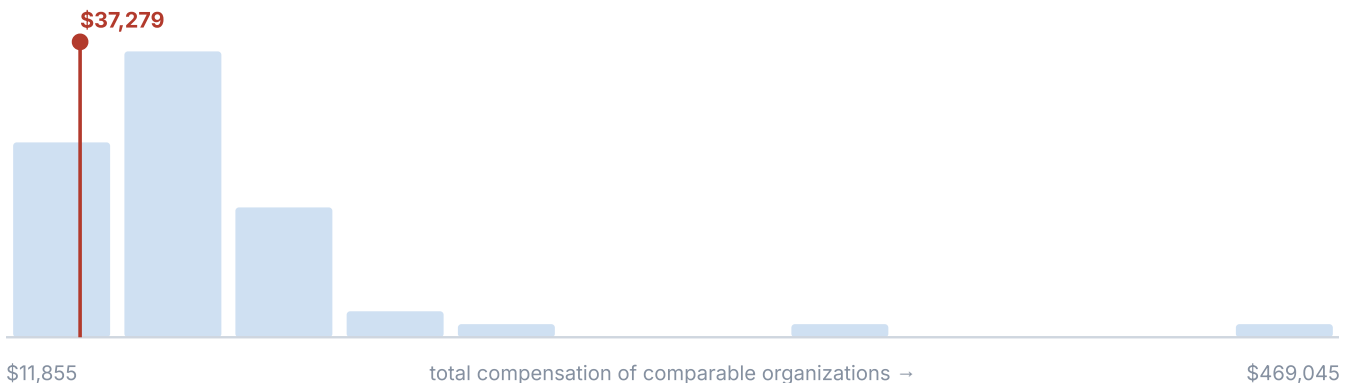
BUDGET Total revenue between \$334,832 and \$749,625 — 0.67x to 1.50x the subject's \$499,750 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F21), nationwide + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography

→ **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,777

\$43,845

\$67,716

\$93,439

\$116,650

\$37,279



● 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 WI 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
Next Steps For Change Inc	WI	\$494,760	Executive Dir.	\$113,863	\$113,863	2024
Day At A Time Club Inc	AZ	\$491,302	Vice President	\$25,555	\$23,533	2024
National Asian Pac Am Fam Allied For	CA	\$475,903	Executive Dir.	\$118,409	\$97,903	2024
Cobb Community Alliance To Prevent	GA	\$473,070	Executive Director	\$56,000	\$55,508	2023
Tri-county Community Partnership Inc	NY	\$469,843	Former Director	\$58,500	\$52,112	2023
The Mccoy House Extended Care For Women	MS	\$463,810	Ceo	\$22,326	\$24,512	2023
Addiction Solutions Corp	IN	\$540,960	Executive Director	\$59,044	\$59,620	2024
Matthew's Hope Foundation Inc	TX	\$453,413	Director & Executive Direc	\$96,000	\$91,951	2024
Lower Hudson Va Bldg & Construction	NY	\$554,820	Executive Di	\$203,729	\$176,275	2024
Uplift Youth Foundation	CA	\$440,987	Executive Director - (Thru 5/2024)	\$63,497	\$52,501	2024
Palmer Drug Abuse Program Of Lea	NM	\$439,949	Trustee	\$100,697	\$103,705	2024
Recover Wyoming	WY	\$437,174	Executive Director	\$71,017	\$74,967	2023
Mountain Top Cares Coalition Inc	NY	\$436,347	Executive Di	\$88,336	\$74,462	2025
Power Forward Inc	MA	\$430,604	Director	\$42,290	\$36,388	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alcohol & Drug Abuse Council Of Delaware	NY	\$430,396	Executive Dir.	\$48,827	\$42,247	2024
Men Of Pa A	HI	\$429,115	Executive Director	\$65,000	\$55,723	2024
Life Challenge International	CA	\$424,816	President	\$48,000	\$39,687	2024
Impact Prevention Inc	OH	\$582,289	Director	\$51,000	\$51,722	2024
Community Prevention Services Inc	NC	\$412,682	President	\$49,999	\$50,929	2023
Dream Of Hattiesburg Inc	MS	\$402,862	Excutive Director	\$84,768	\$90,400	2024
Communities Confronting Substance Use &	NJ	\$400,942	President	\$22,846	\$20,108	2023
Friends Of Navajo County Anti-drug	AZ	\$601,420	Executive Dir.	\$90,805	\$83,620	2024
Alcoholics' Home Inc	NC	\$604,104	Executive Director	\$80,000	\$79,150	2024
Partnership For A Drug Free Community Inc	AL	\$391,838	Executive Director	\$59,301	\$61,344	2024
Life Align Inc	MI	\$390,123	Executive Di	\$102,064	\$100,872	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 52 organizations. Compensation range \$11,855–\$469,045; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$499,750); for reference, expenses \$257,153 and assets \$464,501. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Michelle Markquart, reported title " <i>PRESIDENT/ EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 peers 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	21 st
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	19 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 (Michelle Markquart) 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 52 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,279 is reasonable (approximately the 21st 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.