

Leadership Johnson County Inc

Executive Director / CEO

EIN 992134339

IN · NTEE B90

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tandy Shuck, Executive Director / CEO** (\$49,967) against **every comparable organization** that fit the selection criteria — **15** 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

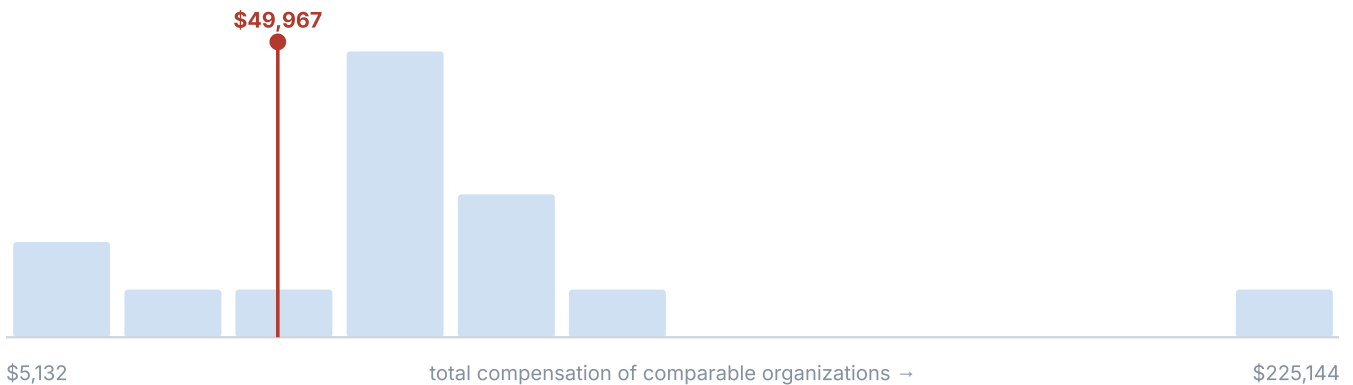
Benchmarked executive: Tandy Shuck — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$316,836 and \$709,336 — 0.67x to 1.50x the subject's \$472,891 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + IN + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,003	\$59,699	\$72,918	\$81,104	\$98,189	\$49,967
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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 IN 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
The Village A Community Musical Art	IN	\$474,167	Executive Di	\$81,506	\$83,663	2024
Gary Alumni Pathway To Students Inc	IN	\$496,787	Executive Director	\$78,027	\$80,091	2024
Kidz Luv Early Learning Ministry Inc	IN	\$520,996	President/ceo	\$72,000	\$73,905	2024
Ross Community Center Inc	IN	\$422,454	Executive Di	\$57,400	\$58,919	2024
Lutheran School Services Partnership	IN	\$551,568	Executive Director	\$20,304	\$20,841	2024
Motivate Our Minds Inc	IN	\$551,751	Executive Di	\$69,000	\$72,918	2023
Diversity & Innovation	IN	\$598,260	Executive Di	\$105,092	\$107,873	2024
Y&e Inc	IN	\$344,372	Director	\$31,933	\$33,746	2023
Wellness Council Of Indiana Inc	IN	\$601,869	President And Ceo (End 1/5/24)	\$58,919	\$60,478	2024
Class Education Inc	IN	\$320,120	Executive Director	\$80,000	\$82,117	2024
Hoosier Educational Computer Coordinators Inc	IN	\$652,920	Webmaster, Conf Co-chair	\$5,000	\$5,132	2024
Indiana Chamber Of Commerce Foundation Inc	IN	\$664,269	President And Ceo (End 1/5/24)	\$58,919	\$60,478	2024
Dark Enterprises Inc	IN	\$675,913	President	\$213,048	\$225,144	2023
Challenger Learning Center Of	IN	\$689,640	Executive Director	\$72,489	\$74,407	2024
Living Christ For Kids Inc	IN	\$699,929	Director	\$60,571	\$62,174	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	15 organizations. Compensation range \$5,132–\$225,144; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$472,891); for reference, expenses \$317,216 and assets \$309,138.
ROLE MATCH	Tandy Shuck, reported title " <i>EXECUTIVE DI</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	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	20 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 (Tandy Shuck) 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 15 similarly situated organizations (Same NTEE sector (B90) + IN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,967 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.