

Camphill Soltane Foundation

Executive Director / CEO

EIN 020564982

PA · NTEE T113

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lauren Prince, Executive Director / CEO** (\$19,932) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

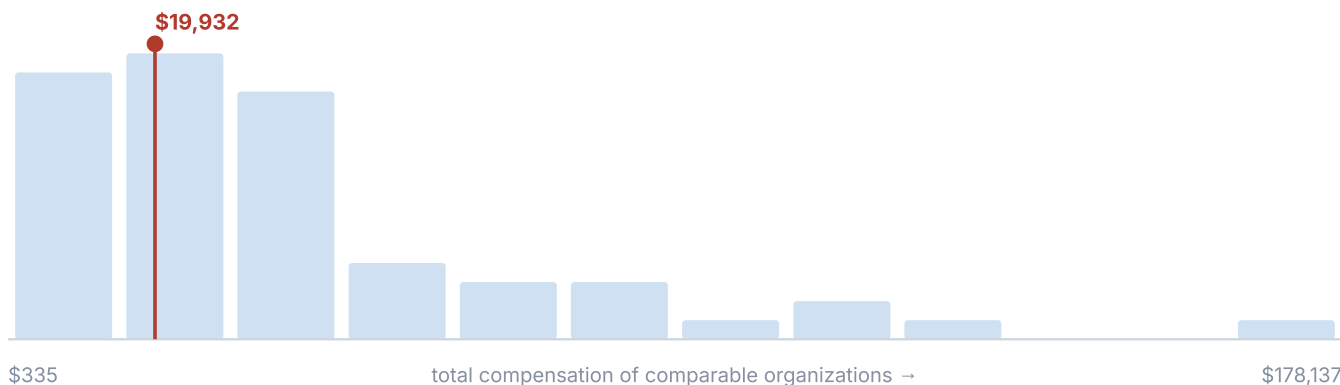
Benchmarked executive: Lauren Prince — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T113).
BUDGET	Total revenue between \$230,534 and \$516,123 — 0.67x to 1.50x the subject's \$344,082 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,906	\$15,162	\$29,479	\$49,499	\$81,485	\$19,932
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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 PA 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
Katzman Family Support Foundation	MI	\$344,290	Treasurer	\$26,189	\$26,329	2024
Nalc Disaster Relief Foundation	DC	\$347,720	President	\$37,805	\$31,480	2025
Bethany Manor Foundation Inc	IA	\$355,620	Ceo	\$8,128	\$8,668	2024
Providence Benedictine Nursing Center	OR	\$358,837	Executive Director	\$38,780	\$36,113	2023
St John's Community Services Foundation	DC	\$329,005	President & Ceo	\$87,229	\$74,556	2024
Mental Health Association In Essex	NY	\$359,306	Executive Director	\$10,000	\$9,061	2023
Barnett Family Support Foundation	MI	\$359,690	Treasurer	\$25,219	\$26,102	2023
California Foundation For Commerce	CA	\$365,791	President	\$78,818	\$66,290	2024
Pipkin Charitable Foundation	CA	\$366,135	Board Member	\$34,044	\$29,479	2023
Alliance Initiatives Fund Inc	IN	\$367,694	President & Ceo Cfa	\$13,510	\$14,287	2023
Marjorie M & Lawrence R Bradley Endowment Fund	NC	\$318,157	President & Ceo	\$40,250	\$40,508	2024
Ach Landowner	TX	\$308,576	Ceo	\$25,128	\$25,206	2023
United Way Of Lincoln And Lancaster	NE	\$379,956	Executive Director	\$19,636	\$20,040	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Fallen Officer Foundation	TX	\$387,292	President	\$50,805	\$49,499	2024
Spencer Wilson Charitable Trust	WY	\$300,545	Trustee	\$108,000	\$112,641	2024
Toulouse Commercial Inc	LA	\$388,480	Secretary	\$11,380	\$12,206	2024
Franklin County Foster Closet	MO	\$297,686	President	\$38,500	\$39,717	2024
Real Estate Charitable Foundation	MO	\$294,355	Executive Director	\$38,697	\$39,921	2024
Hillcrest Healthcare Foundation	TN	\$292,853	President	\$10,586	\$10,838	2024
Etcf Support Foundation	TX	\$289,181	President	\$5,992	\$6,010	2023
Game Changing Men Inc	GA	\$288,569	President & Ceo	\$40,626	\$39,786	2024
The Hoffer Family Foundation	AZ	\$400,217	President	\$11,071	\$10,370	2024
Pearlstone Family Fund Inc	MD	\$400,400	President & Public Dir. Until 07/24	\$30,197	\$27,498	2024
Roy Maas' Youth Alternatives Foundation	TX	\$405,649	Chief Executive Officer	\$8,822	\$8,849	2023
Richcroft Foundation Inc	MD	\$282,311	Ceo	\$43,604	\$39,706	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 57 organizations. Compensation range \$335–\$178,137; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$344,082); for reference, expenses \$1,124,405 and assets \$9,030,500. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lauren Prince, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	28 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	18 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 (Lauren Prince) 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 57 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,932 is reasonable (approximately the 28th 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.