

# Mental Health Programs Inc Viii

Executive Director / CEO

EIN 043224486

MA · NTEE P73

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lawrence Oaks, Executive Director / CEO** (\$12,032) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

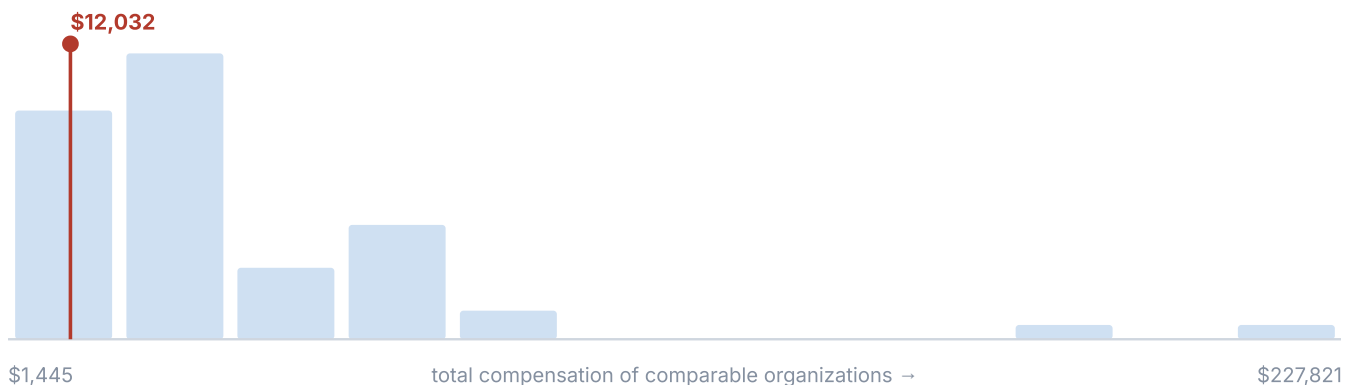
**Benchmarked executive:** Lawrence Oaks — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P73).
BUDGET	Total revenue between \$111,776 and \$250,245 — 0.67x to 1.50x the subject's \$166,830 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P73), nationwide + budget 0.67–1.5x revenue.

**53** organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,707	\$15,644	\$25,751	\$54,496	\$74,986	\$12,032
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ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Uparc Apartments Inc</a>	FL	\$147,698	Executive Director	\$22,533	<b>\$24,179</b>	2024
<a href="#">Winter Place Inc</a>	MD	\$146,244	President	\$20,272	<b>\$22,288</b>	2023
<a href="#">Rise Corp</a>	OK	\$189,784	Executive Di	\$53,125	<b>\$68,793</b>	2023
<a href="#">Digs Inc</a>	GA	\$196,504	Executive Director	\$3,000	<b>\$3,547</b>	2023
<a href="#">Share Xii Inc</a>	NY	\$136,807	Executive Director	\$70,564	<b>\$74,986</b>	2023
<a href="#">Creative Housing Iii</a>	OH	\$135,507	President	\$8,713	<b>\$10,853</b>	2023
<a href="#">Boys And Girls Home Of Nebraska Inc</a>	IA	\$198,253	President/ceo	\$7,742	<b>\$9,683</b>	2024
<a href="#">Mental Health Programs Inc Ix</a>	MA	\$199,525	President	\$12,032	<b>\$12,032</b>	2025
<a href="#">Kings Ranch Of Jonesboro Inc</a>	AR	\$200,699	Vice-president	\$1,125	<b>\$1,445</b>	2024
<a href="#">Mill River Community Housing Corporation</a>	RI	\$201,240	President	\$52,490	<b>\$59,190</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 53 organizations. Compensation range \$1,445–\$227,821; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$166,830); for reference, expenses \$292,789 and assets \$994,835. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Lawrence Oaks, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	2 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	<b>13<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>15<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>0<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>55<sup>th</sup></b>

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 (Lawrence Oaks) 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 53 similarly situated organizations (Same NTEE sector (P73), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,032 is reasonable (approximately the 13<sup>th</sup> 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.