

# Lynx Educational Foundation Inc

Executive Director / CEO

EIN 043712260  
 NH · NTEE A84  
 FY ending 2025-06-30  
 June 13, 2026

This analysis benchmarks the total compensation of **Donald E Peacock, Executive Director / CEO** (\$24,128) against the **2000** closest of **2,963** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

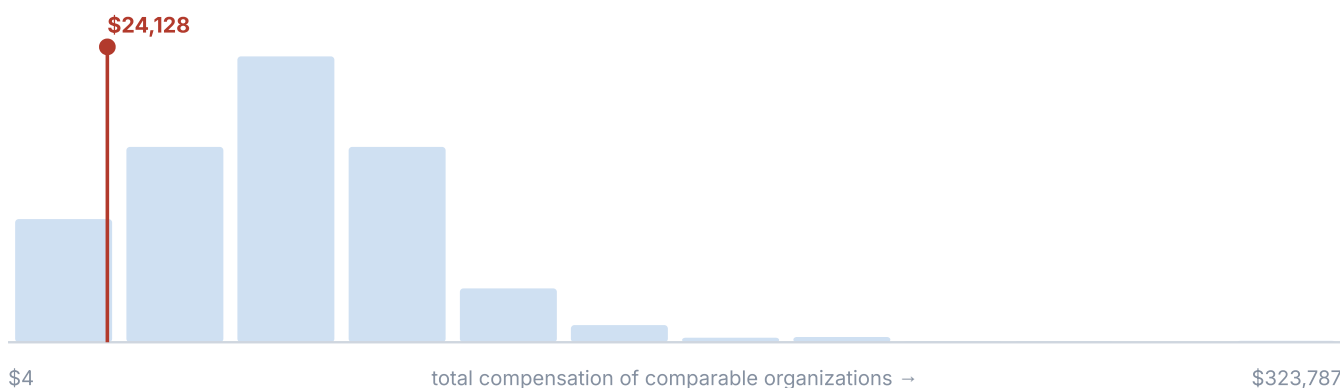
**Benchmarked executive:** Donald E Peacock — reported title “CHAIRMANPRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

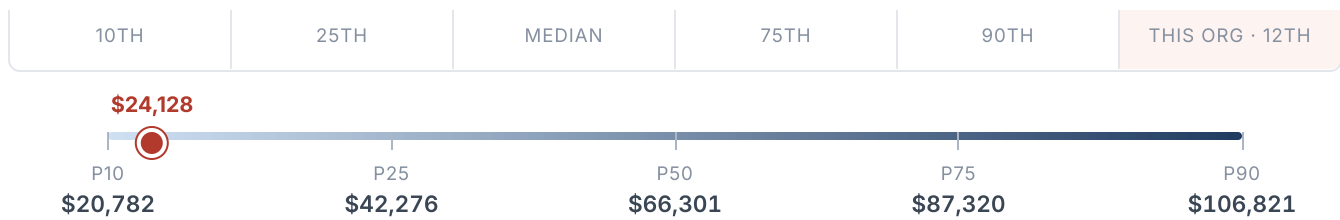
- SECTOR** Organizations sharing the subject's NTEE classification (A84).
- BUDGET** Total revenue between \$311,016 and \$696,306 — 0.67x to 1.50x the subject's \$464,204 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**2,963** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$20,782	\$42,276	\$66,301	\$87,320	\$106,821	\$24,128
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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 NH 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
<a href="#">Hungary Foundation</a>	DC	\$464,187	Executive Di	\$92,000	<b>\$89,746</b>	2024
<a href="#">Pretty Human Inc</a>	CO	\$464,234	President	\$184,500	<b>\$196,666</b>	2024
<a href="#">American Women Artists</a>	TN	\$464,067	Executive Director Until 11/08/2024	\$34,975	<b>\$39,815</b>	2025
<a href="#">California Preservation Foundation</a>	CA	\$464,454	Executive Director	\$103,600	<b>\$99,447</b>	2024
<a href="#">The Intentional Man Project</a>	CA	\$464,458	Executive Director	\$111,000	<b>\$103,804</b>	2025
<a href="#">Iowa Arts In Education</a>	IA	\$464,535	Executive Director	\$57,001	<b>\$69,381</b>	2024
<a href="#">Lutz Children's Museum Inc</a>	CT	\$463,864	Executive Director	\$77,808	<b>\$83,495</b>	2023
<a href="#">Teentix</a>	WA	\$463,808	Exec. Dir.	\$75,968	<b>\$75,609</b>	2024
<a href="#">Fabarts Inc</a>	GA	\$464,606	President	\$64,336	<b>\$71,911</b>	2024
<a href="#">Side Street Projects</a>	CA	\$463,757	Executive Director	\$76,076	<b>\$73,026</b>	2024
<a href="#">Florida Litfest Inc</a>	FL	\$464,718	Executive Di	\$32,917	<b>\$34,376</b>	2024
<a href="#">Playful People Productions</a>	CA	\$463,684	Executive Dir.	\$12,557	<b>\$12,053</b>	2024
<a href="#">Jazzmobile Inc</a>	NY	\$463,679	Director	\$48,000	<b>\$49,641</b>	2023
<a href="#">San Jose Multicultural Artists Guild Inc</a>	CA	\$464,731	Executive Dir.	\$35,900	<b>\$35,478</b>	2023
<a href="#">Mercury Soul Inc</a>	CA	\$463,634	Executive Dir.	\$120,000	<b>\$112,220</b>	2025
<a href="#">New Federal Theatre Inc</a>	NY	\$464,790	Board Member/producing Artistic Dir.	\$70,015	<b>\$70,331</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pacific Northwest School Of Music</a>	WA	\$463,456	Key Employee	\$61,415	<b>\$62,930</b>	2023
<a href="#">Tidewater Arts Outreach</a>	VA	\$463,432	Executive Di	\$62,199	<b>\$65,040</b>	2025
<a href="#">San Diego Academy Of Ballet &amp; Ballet Theatre</a>	CA	\$463,381	Executive Director	\$115,500	<b>\$108,012</b>	2025
<a href="#">Decoda Inc</a>	NY	\$465,077	General Manager	\$40,000	<b>\$40,180</b>	2024
<a href="#">Long X Arts Foundation</a>	ND	\$465,178	Executive Director	\$66,000	<b>\$80,515</b>	2024
<a href="#">Colorado West Performing Arts</a>	CO	\$465,186	Executive Di	\$9,843	<b>\$10,492</b>	2024
<a href="#">American Saddle Horse</a>	KY	\$465,305	Executive Director	\$102,750	<b>\$122,717</b>	2024
<a href="#">The L'enfant Trust</a>	DC	\$463,048	President And Secretary	\$135,200	<b>\$131,888</b>	2024
<a href="#">Trustees Of Bloomfield Academy</a>	ME	\$462,993	Treasurer	\$5,004	<b>\$5,427</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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** 2000 organizations. Compensation range \$4–\$323,787; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$464,204); for reference, expenses \$448,451 and assets \$207,687.

**ROLE MATCH** Donald E Peacock, reported title "*CHAIRMANPRESIDENT*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	60 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	39 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	13 <sup>th</sup>
All sources (D + E + F), adjusted	10 <sup>th</sup>

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 (Donald E Peacock) 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 13, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,128 is reasonable (approximately the 12<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 13, 2026.