

# Partners Library Action Network

Executive Director / CEO

EIN 201986964  
 TX · NTEE B197  
 FY ending 2024-08-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Eric Lashley, Executive Director / CEO** (\$28,260) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39<sup>th</sup>** percentile of comparable organizations within the typical range

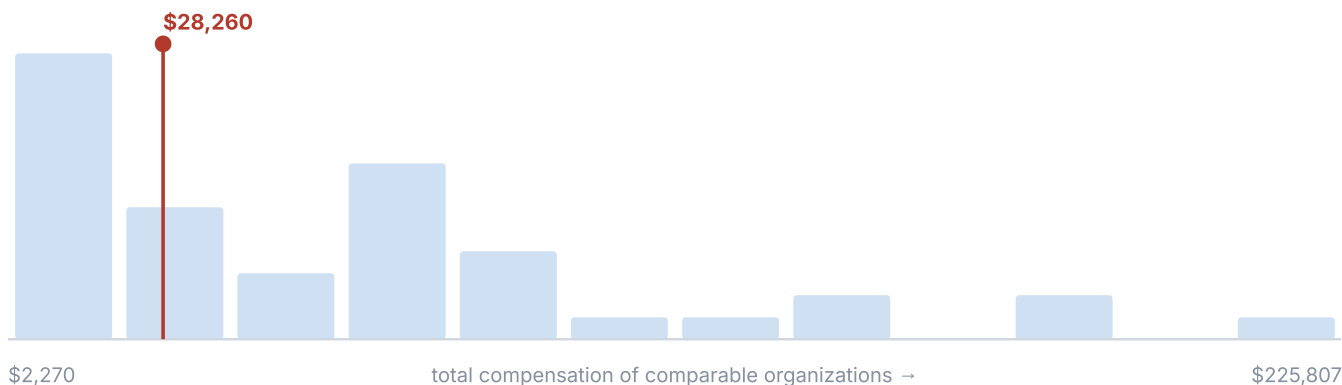
**Benchmarked executive:** Eric Lashley — reported title “Executive Director until 3.31.23”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B197).
BUDGET	Total revenue between \$196,758 and \$440,503 — 0.67x to 1.50x the subject's \$293,669 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B19), nationwide + budget 0.67–1.5x revenue.

**41** organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,552	\$16,176	\$50,948	\$81,226	\$134,271	\$28,260
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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 TX 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="#">Children First Foundation</a>	AZ	\$293,527	Treasurer Until 12/1/23	\$23,078	<b>\$22,188</b>	2024
<a href="#">Satori Elementary School Inc</a>	TX	\$303,455	Executive Director	\$64,586	<b>\$62,921</b>	2025
<a href="#">Enlearn</a>	WA	\$274,936	Ceo	\$153,613	<b>\$141,549</b>	2023
<a href="#">Kent State University Research Corp</a>	OH	\$316,581	Presidentceoboard Chair	\$20,224	<b>\$22,046</b>	2023
<a href="#">The Educator Collective</a>	TX	\$317,037	Executive Director	\$125,767	<b>\$125,767</b>	2024
<a href="#">Real Estate Society Inc</a>	CA	\$318,110	President	\$10,720	<b>\$9,016</b>	2025
<a href="#">Citysquash Support Corporation</a>	NY	\$268,677	President	\$44,709	<b>\$40,388</b>	2024
<a href="#">Computer Recycling Of Virginia Inc</a>	VA	\$267,891	President & Ceo	\$74,500	<b>\$71,911</b>	2024
<a href="#">Design Connect Create</a>	TX	\$324,740	Executive Di	\$91,854	<b>\$91,854</b>	2024
<a href="#">Badgerland After School Enrichment Program Inc</a>	WI	\$259,957	Executive Director	\$66,827	<b>\$71,831</b>	2023
<a href="#">Youth Mentoring Initiative Inc</a>	IN	\$251,881	Executive Di	\$63,550	<b>\$68,975</b>	2023
<a href="#">Indiana Lifelong Learning Projects Inc</a>	IN	\$251,320	Chair	\$70,249	<b>\$74,059</b>	2024
<a href="#">Cpath Community Building Group</a>	MN	\$336,113	Board Member	\$19,049	<b>\$18,817</b>	2024
<a href="#">Help Homeschool</a>	OH	\$250,586	Director	\$9,000	<b>\$9,529</b>	2024
<a href="#">Cristo Rey Dallas Academic Center</a>	TX	\$249,287	Cfo	\$15,712	<b>\$16,176</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Middleton-cross Plains Area School</a>	WI	\$339,545	Executive Dir.	\$33,671	<b>\$34,248</b>	2025
<a href="#">Midwest Suburban Superintendent's A</a>	IL	\$343,283	Executive Di	\$9,000	<b>\$8,845</b>	2024
<a href="#">The Academy On Capitalism And Limited</a>	IL	\$238,786	Executive Director	\$113,000	<b>\$111,058</b>	2024
<a href="#">Vermont Rural Education Collaborative Inc</a>	VT	\$349,613	Executive Director	\$70,323	<b>\$70,760</b>	2024
<a href="#">Ripple Effect Water Literacy Project</a>	LA	\$350,460	Executive Dir.	\$80,000	<b>\$90,665</b>	2023
<a href="#">National Coalition Of Advanced Technology Centers</a>	TX	\$352,504	Executive Director	\$168,246	<b>\$173,216</b>	2023
<a href="#">Hand-n-hand Early Learning Center Inc</a>	DE	\$234,545	Treasurer	\$5,635	<b>\$5,516</b>	2024
<a href="#">Sherlake Cultural Center</a>	IL	\$353,592	Executive Director	\$2,310	<b>\$2,270</b>	2024
<a href="#">Guadalupe Holding Company</a>	UT	\$354,362	President Sept-june	\$34,797	<b>\$36,655</b>	2023
<a href="#">Richland County Public Education</a>	SC	\$232,424	Executive Director	\$76,152	<b>\$81,766</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **41** organizations. Compensation range \$2,270–\$225,807; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$293,669); for reference, expenses \$341,037 and assets \$74,657.
ROLE MATCH	Eric Lashley, reported title " <i>Executive Director until 3.31.23</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	41 <sup>st</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	24 <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 (Eric Lashley) 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 41 similarly situated organizations (Same NTEE sector (B19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,260 is reasonable (approximately the 39<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.