

# Iraq Star Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Margaret Lockridge, Executive Director / CEO** (\$108,000) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92<sup>nd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Margaret Lockridge — reported title “president/treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

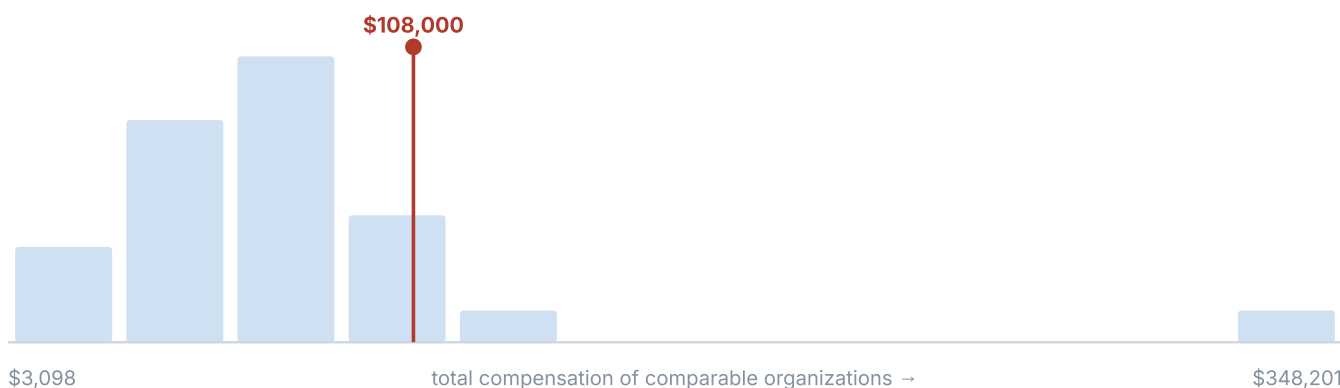
**SECTOR** Organizations sharing the subject's NTEE classification (G12).

**BUDGET** Total revenue between \$155,517 and \$348,174 — 0.67x to 1.50x the subject's \$232,116 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (G12), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$30,019	\$46,830	\$68,187	\$87,603	\$101,042	\$108,000
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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 CA 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="#">Teal Diva</a>	NC	\$233,564	Executive Dir.	\$60,000	<b>\$69,737</b>	2024
<a href="#">Northwest Indiana Cancer Kids Inc</a>	IN	\$247,112	Executive Director	\$47,000	<b>\$57,399</b>	2023
<a href="#">Ramsey Keller Memorial</a>	MT	\$216,710	President	\$51,500	<b>\$60,835</b>	2025
<a href="#">South Dakota Parkinson Foundation</a>	SD	\$214,691	Executive Director	\$35,948	<b>\$45,945</b>	2023
<a href="#">Niekro Aneurysm And Avm Foundation</a>	TX	\$252,971	Executive Director	\$90,385	<b>\$101,701</b>	2024
<a href="#">Bonnell Foundation Living With Cystic Fi</a>	MI	\$205,376	President	\$52,547	<b>\$62,811</b>	2023
<a href="#">Hope Lives The Lydia Dody Breast</a>	CO	\$261,871	Executive Di	\$71,880	<b>\$77,530</b>	2024
<a href="#">All In For Miller Inc</a>	GA	\$265,432	Treasurer	\$36,000	<b>\$40,716</b>	2024
<a href="#">Ataxia Connection Inc</a>	NE	\$197,420	Executive Director	\$78,718	<b>\$95,237</b>	2024
<a href="#">Ovations For The Cure Inc</a>	MA	\$194,308	Executive Di	\$84,180	<b>\$87,603</b>	2023
<a href="#">Armer Foundation For Kids</a>	AZ	\$189,254	Founder	\$40,192	<b>\$43,480</b>	2024
<a href="#">Gina Quesenberry Breast Cancer</a>	ID	\$275,475	Executive Dir.	\$75,000	<b>\$89,745</b>	2024
<a href="#">Ms 4 Ms</a>	MD	\$184,294	Ceo/director	\$12,000	<b>\$12,620</b>	2024
<a href="#">The Isaac Foundation</a>	WA	\$285,953	Executive Dir.	\$48,479	<b>\$48,822</b>	2024
<a href="#">East Tennessee Kidney Foundation Inc</a>	TN	\$174,597	Executive Director	\$73,181	<b>\$84,297</b>	2025
<a href="#">Montana Youth Diabetes Alliance Inc</a>	MT	\$290,742	Executive Director	\$18,876	<b>\$22,887</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Race Cancer Foundation Inc</a>	MA	\$293,645	President And Director	\$45,000	<b>\$46,830</b>	2023
<a href="#">Parkinson Association Of Central Florida Inc</a>	FL	\$295,008	Executive Director	\$75,000	<b>\$79,253</b>	2024
<a href="#">Carson's Crusaders Foundation</a>	TX	\$167,437	Executive Di	\$60,600	<b>\$68,187</b>	2024
<a href="#">Kat's Ribbon Of Hope Inc</a>	NY	\$323,602	Operations A	\$3,047	<b>\$3,098</b>	2024
<a href="#">1 Of Us</a>	NC	\$324,059	Executive Di	\$70,000	<b>\$81,359</b>	2024
<a href="#">Outrun The Sun Inc</a>	IN	\$324,896	Executive Di	\$112,707	<b>\$133,695</b>	2024
<a href="#">Kicks For A Cure Inc</a>	NE	\$328,787	Executive Director	\$45,450	<b>\$54,987</b>	2024
<a href="#">Undiagnosed Diseases Network Foundation</a>	DC	\$328,998	Ceo	\$352,756	<b>\$348,201</b>	2024
<a href="#">Sawyers Wish</a>	OH	\$343,750	Director Of Development	\$81,571	<b>\$100,053</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	25 organizations. Compensation range \$3,098–\$348,201; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$232,116); for reference, expenses \$181,405 and assets \$234,462.
ROLE MATCH	Margaret Lockridge, reported title " <i>president/treasurer</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**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	92 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	92 <sup>nd</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (Margaret Lockridge) 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 25 similarly situated organizations (Same NTEE sector (G12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108,000 is reasonable (approximately the 92<sup>nd</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.