

Oscar & Mildred Larson Scholarship Trust

Executive Director / CEO

EIN 222783287
 PA · NTEE B82Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Laura Furge, Executive Director / CEO** (\$60,531) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

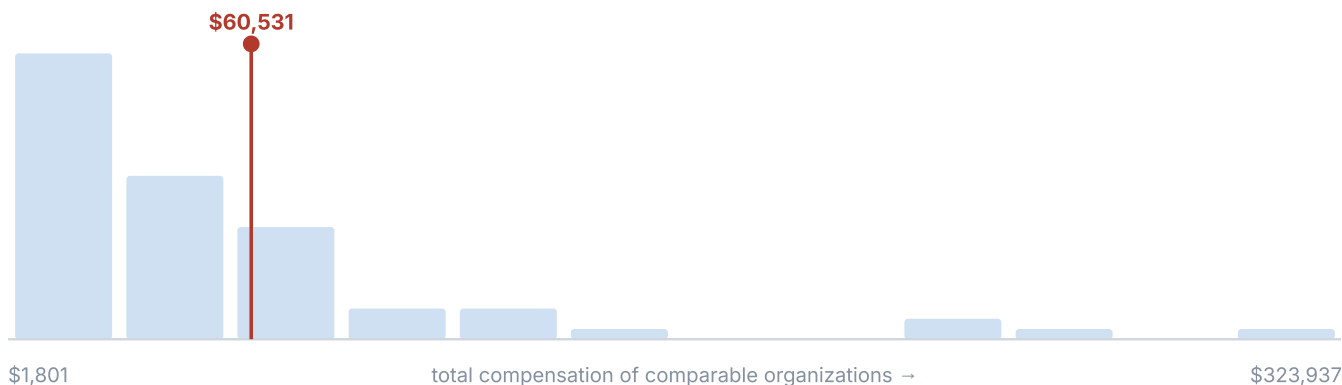
Benchmarked executive: Laura Furge — reported title "PROVOST", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82Z).
BUDGET	Total revenue between \$52,568 and \$117,691 — 0.67x to 1.50x the subject's \$78,461 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,014	\$12,615	\$34,696	\$65,912	\$117,897	\$60,531
---------	----------	----------	----------	-----------	-----------------



■ 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
National Independent Automobile Dealers	TX	\$78,487	President/ceo	\$15,238	\$15,285	2023
Belafonte Family Foundation Inc	NY	\$79,282	President/exec Director	\$99,000	\$89,707	2023
Western Telecommunications Alliance	MT	\$77,444	Executive Vice President	\$51,810	\$54,397	2024
Cma Education Foundation Inc	CT	\$79,678	Executive Director	\$24,000	\$22,565	2023
Texas Food & Fuel Association Scholarship Foundation	TX	\$80,681	President	\$20,944	\$20,406	2024
Michael Sadler Foundation	MI	\$80,801	President	\$24,000	\$24,841	2023
Vada Charitable Foundation Inc	VA	\$75,990	President	\$90,961	\$83,339	2025
Schroeder Scholarship Fund	PA	\$81,407	Trustee	\$12,300	\$11,947	2024
Delores A Sachs Charitable Trust	WI	\$74,789	Trustee	\$12,929	\$13,152	2024
Onnemi International Ministries	TX	\$74,227	Vice President Missionary	\$30,296	\$28,756	2025
Denny Family Foundation	VT	\$74,178	President	\$46,571	\$47,005	2023
Air Traffic Control Scholarship Fund	VA	\$82,848	President And Ceo (Former)	\$42,750	\$40,204	2024
Lift Womens Foundation	IL	\$73,534	Executive Director	\$13,085	\$12,530	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blackstone Valley Education Foundation Inc	MA	\$84,170	Executive Director	\$52,400	\$44,681	2025
Mz Foundation	TX	\$72,332	Executive Director	\$254,189	\$247,658	2024
Maine Children's Scholarship Fund	ME	\$72,109	Program Dire	\$19,488	\$19,007	2024
Wpma Scholarship Foundation	UT	\$72,092	Secretary/treasurer	\$31,724	\$30,810	2025
The Buck Scholars Association Inc	CA	\$85,060	Executive Director	\$42,500	\$36,801	2023
United Association Scholarship Trust	MD	\$86,082	Trustee	\$154,691	\$140,862	2024
South Dakota Farmers Union Foundati	SD	\$70,679	President	\$3,995	\$4,421	2023
Sartell-st Stephen Education Foundation	MN	\$86,602	Exec Consultant/pres (Beg 2/2024)	\$10,800	\$10,394	2024
New York Press Association Scholarship	NY	\$70,106	Secretary	\$15,600	\$13,730	2024
Chris Kolenda Saber Six Foundation	WI	\$87,451	Executive Director	\$68,908	\$72,165	2023
Linda Lorelle Scholarship Fund	TX	\$87,813	Ceo	\$60,000	\$56,951	2025
United Food And Commercial Workers	OH	\$68,518	Trustee	\$34,141	\$35,221	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	66 organizations. Compensation range \$1,801–\$323,937; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$78,461); for reference, expenses \$0 and assets \$4,652,363. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Laura Furge, reported title "PROVOST", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 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	71 st
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	67 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 (Laura Furge) 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 66 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$60,531 is reasonable (approximately the 71st 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.