

Lawrence Township Education Foundation

Executive Director / CEO

EIN 223192024
 NJ · NTEE T30Z
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Karen Faiman, Executive Director / CEO** (\$52,500) against **every comparable organization** that fit the selection criteria — **188** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

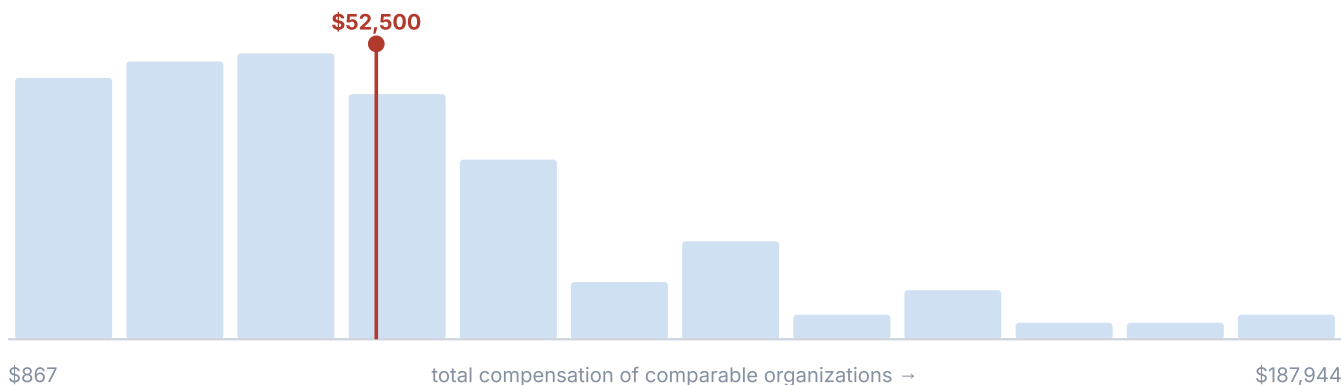
Benchmarked executive: Karen Faiman — reported title "EXECUTIVE DIRECTOR (7/1/23 - 2/29/24)", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30Z).
BUDGET	Total revenue between \$142,169 and \$318,291 — 0.67x to 1.50x the subject's \$212,194 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

188 organizations qualified on sector, size, and geography → **188** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,471	\$24,422	\$43,008	\$69,513	\$106,672	\$52,500
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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 NJ 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
Great Strides Long Island Inc	NY	\$212,536	Executive Director	\$16,800	\$17,003	2024
Good Bourbon For A Good Cause	TX	\$211,739	Director/president	\$24,398	\$27,335	2024
Main Street Barberton Inc	OH	\$211,497	Executive Di	\$65,834	\$78,097	2024
Trulight Ministries	OH	\$212,911	President/ex	\$19,248	\$22,833	2024
Long Island Community Chest Inc	NY	\$211,429	Executive Director	\$30,000	\$30,362	2024
Oklahoma Blood Institute Foundation	OK	\$211,405	President & Ceo	\$85,934	\$105,982	2024
Jeremiah 2911 Inc	CO	\$213,036	President & Ceo	\$175,000	\$187,944	2024
The Power Of Play Charitable Fund	NC	\$213,405	Execuive Director	\$50,000	\$57,864	2024
Friends Of Dangberg Home Ranch	NV	\$210,976	Executive Director	\$57,386	\$64,426	2024
Wounded Heroes Of America	CA	\$214,144	President & Ceo	\$75,000	\$72,536	2024
Muscatine Chamber Of Commerce	IA	\$209,493	President/ce	\$3,906	\$4,666	2025
De Marchena-huyke Foundation	CA	\$208,537	President & Ceo	\$24,000	\$22,613	2025
Asi - Austin Texas Inc	MN	\$215,876	President/tr	\$65,715	\$74,875	2023
Women's Fund Of Greater Chattanooga	TN	\$216,100	Executive Director	\$87,604	\$103,136	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
White Swan Foundation Inc	VT	\$216,456	Executive Director	\$47,375	\$53,407	2024
Liberty County Manna House	GA	\$216,787	Director	\$43,000	\$49,855	2023
Tallahassee Action Grants	FL	\$207,411	Executive Director	\$40,000	\$42,087	2024
Foundation For Dubuque Public Schools	IA	\$205,992	Exec. Director As Of Jun 2023	\$32,939	\$41,588	2023
Donald Driver Foundation Inc	WI	\$218,513	Vice President/treasurer	\$32,633	\$39,299	2023
Madav Xvii Foundation	OH	\$218,568	President/trustee	\$54,292	\$66,308	2023
Heads Hearts & Hands Of Heartland Inc	FL	\$205,501	Ceo/executive Director	\$24,500	\$27,628	2022
Chatfield Firefighters Activities Associ	MN	\$219,515	President	\$1,000	\$1,107	2024
Public Health Fund Of Ohio	OH	\$219,629	President/secretary (Start 07/24)	\$12,174	\$14,442	2024
Wilson Medical Center Foundation	KS	\$219,886	Executive Director (Thru March 2024)	\$3,600	\$4,356	2024
American Charitable Trust Inc	AZ	\$204,431	Director And Chief Financial Officer	\$2,595	\$2,723	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	188 organizations. Compensation range \$867–\$187,944; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$212,194); for reference, expenses \$170,620 and assets \$392,530.
ROLE MATCH	Karen Faiman, reported title " <i>EXECUTIVE DIRECTOR (7/1/23 - 2/29/24)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	59 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	40 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 (Karen Faiman) 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 188 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,500 is reasonable (approximately the 59th 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.