

Illinois Real Estate Educational

Executive Director / CEO

EIN 237289227

IL · NTEE B82

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laurie Clayton, Executive Director / CEO** (\$28,205) against **every comparable organization** that fit the selection criteria — **139** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

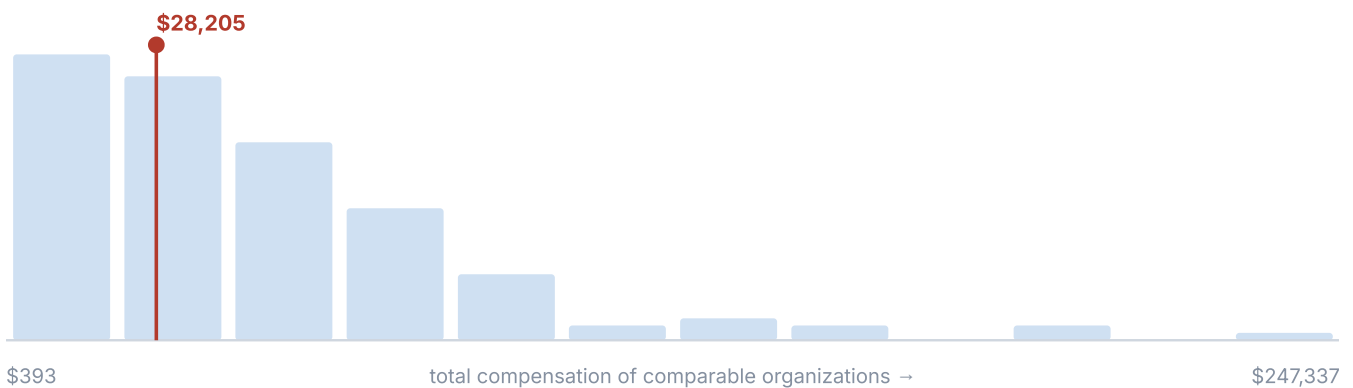
Benchmarked executive: Laurie Clayton — reported title “FOUNDATION MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$107,514 and \$240,703 — 0.67x to 1.50x the subject's \$160,469 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

139 organizations qualified on sector, size, and geography → **139** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,734	\$15,855	\$38,825	\$63,736	\$92,524	\$28,205
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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 IL 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
Moringa For Love	CA	\$160,318	President	\$31,680	\$28,648	2023
Community Choice Foundation Inc	MI	\$160,670	President	\$77,778	\$84,070	2023
Wisconsin Institute Of Certified Public	WI	\$160,252	Staff Liaison	\$31,595	\$33,563	2024
Steven G Mihaylo Big Bear High School	CA	\$158,603	Executive Dir.	\$12,000	\$10,269	2025
Agriculture Scholarship Centre For Basis	FL	\$158,433	Executive Director	\$75,000	\$71,667	2024
California Farm Bureau Scholarship	CA	\$158,082	Former Secretary & Treasurer	\$47,198	\$41,455	2024
Construction Management Association	VA	\$163,271	President &	\$46,757	\$45,921	2024
Ufcw Inland Empire Charity Foundation	CA	\$157,556	President	\$15,895	\$13,961	2024
The Vta Memorial Foundation	AZ	\$157,458	Officer	\$6,000	\$6,043	2023
Ucef Fund Inc	NY	\$157,427	Executive Director	\$6,500	\$5,974	2024
Denver Metro Convention & Visitors	CO	\$164,142	President &	\$62,607	\$62,867	2023
Opportunity Rising Foundation	TX	\$156,694	President	\$13,191	\$13,422	2024
Acec California	CA	\$156,675	Executive Dir.	\$62,876	\$55,226	2024
Academic Coaching Services Acs Foundation	NV	\$156,000	Executive Director	\$79,500	\$81,057	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Girls On The Run Central Kentucky	KY	\$155,532	Guckenberger	\$63,523	\$67,630	2025
International Interior Design Assoc Fdn	IL	\$165,445	Ceo/evp	\$44,642	\$44,642	2024
The Rev John P Smyth Standing Tall	IL	\$166,175	Executive Dir.	\$52,164	\$53,705	2023
Forever 49 Foundation	OH	\$154,499	Vice President	\$3,000	\$3,232	2024
Florida Home Builders Foundation Inc	FL	\$154,228	Ceo Of Fhba	\$49,839	\$47,624	2024
Committee For Excellence In	VA	\$153,577	Executive Di	\$24,000	\$23,571	2024
Alabama Realtors Foundation	AL	\$169,425	Chief Exec O	\$21,621	\$24,461	2023
The Derby Johnson Banks Foundation Inc	GA	\$151,265	Secretary	\$48,890	\$50,002	2024
Cwa Joe Beirne Foundation	DC	\$170,089	President	\$43,497	\$38,825	2024
Faces Of Valor Usa Inc	MD	\$150,492	President & Ceo	\$50,000	\$47,548	2024
Camden County Hero Scholarship Fund Inc	NJ	\$149,181	Executive Dir.	\$69,572	\$63,183	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **139** organizations. Compensation range \$393–\$247,337; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$160,469); for reference, expenses \$97,804 and assets \$2,004,965.
ROLE MATCH	Laurie Clayton, reported title " <i>FOUNDATION MANAGER</i> ", 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	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	40 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	65 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 (Laurie Clayton) 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 139 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,205 is reasonable (approximately the 40th 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.