

Lemonade International Inc

Executive Director / CEO

EIN 262265505

NC · NTEE Q33

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Charles Knox, Executive Director / CEO** (\$84,892) against **every comparable organization** that fit the selection criteria — **228** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

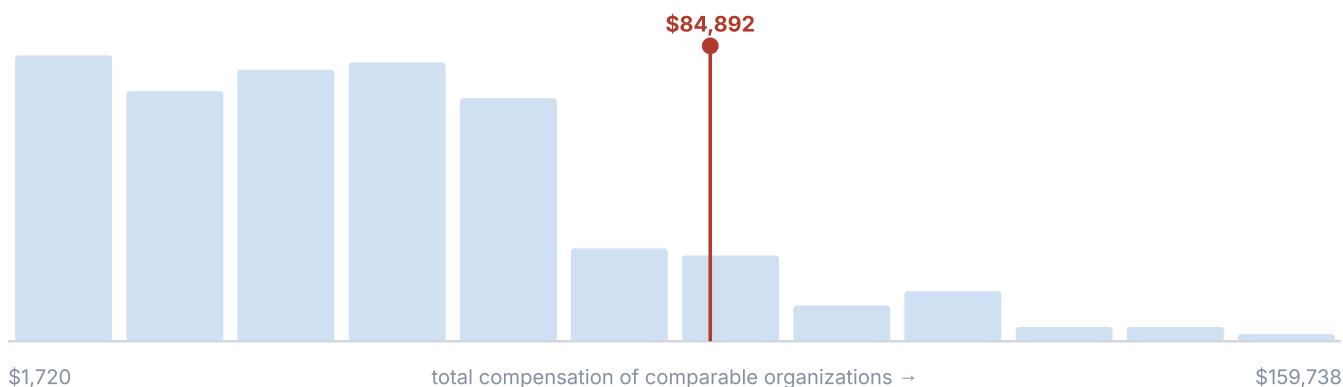
Benchmarked executive: Charles Knox — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$239,659 and \$536,550 — 0.67x to 1.50x the subject's \$357,700 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

228 organizations qualified on sector, size, and geography → **228** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,937	\$21,460	\$41,574	\$60,322	\$86,829	\$84,892
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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 NC 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
Miqueas 6-8 Inc	GA	\$357,781	Board Members	\$5,000	\$4,866	2023
Olive Tree Ministry Inc	CA	\$358,573	Executive Di	\$36,000	\$30,085	2023
Africa Future Foundation	CA	\$358,743	Cfo	\$12,000	\$10,028	2023
The Master's Mission Inc	SC	\$356,102	Administrato	\$16,670	\$16,831	2023
Hands Up For Haiti Inc	NY	\$355,875	Past Executive Director	\$18,138	\$15,408	2024
Silent Images Inc	NC	\$354,885	Executive Director	\$83,500	\$81,104	2024
Apple Of His Eye Charity	OR	\$352,778	Executive Dir.	\$36,365	\$31,746	2024
Daisy Project India Inc	MO	\$364,730	President	\$9,030	\$8,991	2024
Get Up Project	TX	\$365,265	Executive Di	\$55,794	\$54,015	2023
Ezekiel Rain Inc	AR	\$366,569	Ceo, Pres, T	\$79,561	\$86,551	2023
Love Mercy Inc	KS	\$347,924	President	\$36,725	\$38,398	2023
Aarti For Girls Inc	TX	\$347,788	Vp & Treasurer	\$25,000	\$23,509	2024
Valentino Achak Deng Foundation	CA	\$368,263	Executive Director/co-founder	\$93,750	\$76,099	2024
Angel Of Faith Non Profit Organization	CA	\$346,809	President	\$82,500	\$66,967	2024
Dail Community Of Usa Inc	GA	\$369,300	President	\$65,000	\$63,252	2023
Hope Fleet International Inc	FL	\$369,394	President	\$9,125	\$8,058	2024
Oasis Communities International Inc Ministries	TX	\$370,193	President	\$31,681	\$29,791	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Abandoned Little Angels Nhom Tinh Thuong	TX	\$370,370	Executive Director	\$50,000	\$47,017	2024
Haiti Gospel Outreach	CA	\$371,372	Development	\$50,400	\$42,119	2023
Aim4india	TX	\$342,503	Executive Dir.	\$65,167	\$63,089	2023
Pour International Incorporated	GA	\$342,008	Director Treasurer	\$57,600	\$54,443	2024
Life Center Ethiopia	CO	\$373,686	Executive Director	\$52,000	\$46,872	2024
Ends Of The Earth Ministries Inc	TX	\$340,799	Board Member/sec/treas	\$77,500	\$72,876	2024
Tractors For Africa	MN	\$374,845	Board Member	\$42,000	\$39,012	2024
Pamoza International	PA	\$340,461	Executive Director	\$35,150	\$32,951	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	228 organizations. Compensation range \$1,720–\$159,738; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$357,700); for reference, expenses \$381,112 and assets \$55,169.
ROLE MATCH	Charles Knox, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	89 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	88 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 (Charles Knox) 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 228 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,892 is reasonable (approximately the 89th 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.