

# The William And Lanaea C Featherstone

Executive Director / CEO

EIN 263827474  
 MD · NTEE B60  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Lanaea Featherstone, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **120** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

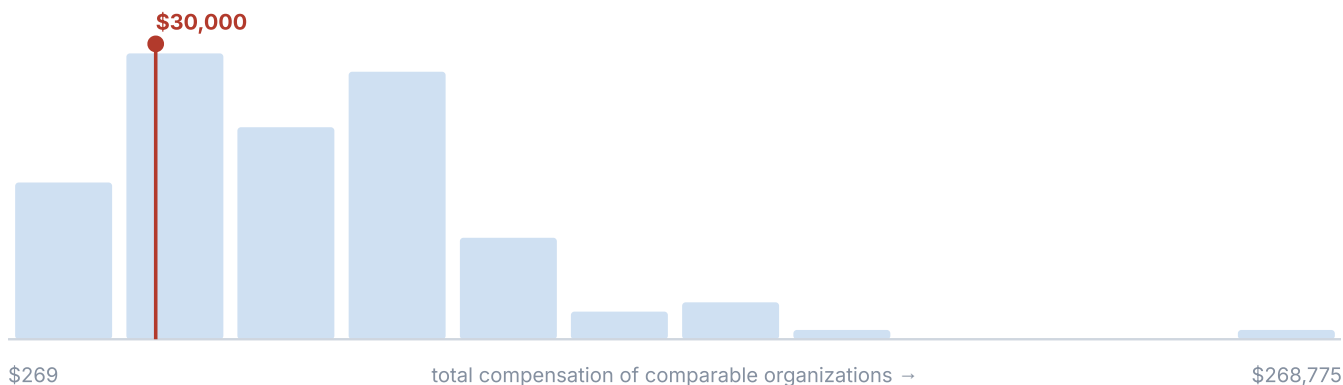
**Benchmarked executive:** Lanaea Featherstone — reported title "FOUNDER", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$150,167 and \$336,196 — 0.67x to 1.50x the subject's \$224,131 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

**120** organizations qualified on sector, size, and geography → **120** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,814	\$31,766	\$57,519	\$78,816	\$98,095	\$30,000
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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 MD 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="#">Remarkable Mens Practice</a>	CA	\$224,685	President	\$10,387	<b>\$9,594</b>	2023
<a href="#">New York State Care Management</a>	NY	\$225,135	Executive Director	\$68,250	<b>\$64,074</b>	2024
<a href="#">National Hbcu Business Deans Roundtable Inc</a>	NC	\$225,337	Managing Director	\$36,000	<b>\$39,787</b>	2023
<a href="#">Leadership Kauai</a>	HI	\$226,010	Executive Dir.	\$70,000	<b>\$67,035</b>	2023
<a href="#">Ethos Literacy</a>	NM	\$227,120	Executive Director	\$63,000	<b>\$70,399</b>	2024
<a href="#">The Reliance College Fund</a>	IL	\$221,037	Pres./treas.	\$88,008	<b>\$89,891</b>	2024
<a href="#">Destiny Builders Inc</a>	OK	\$228,764	President	\$87,000	<b>\$99,529</b>	2024
<a href="#">luoe Local 891 Education &amp; Training Fund</a>	NY	\$218,825	Trustee	\$7,262	<b>\$7,019</b>	2023
<a href="#">Skyline Agility Club Inc</a>	NY	\$229,644	Former President	\$8,750	<b>\$8,215</b>	2024
<a href="#">Columbia Bartending Agency Incorporated</a>	NY	\$218,310	Executive Director	\$7,120	<b>\$6,512</b>	2025
<a href="#">True Initiative</a>	HI	\$217,550	Ed To 12/24	\$79,935	<b>\$74,353</b>	2024
<a href="#">Minnesota Teachers Of English To Speakers Of Other Languages</a>	MN	\$231,475	Executive Assistant	\$15,450	<b>\$15,861</b>	2024
<a href="#">Health-care Education And Living In Poverty</a>	DC	\$216,000	President/ceo	\$80,000	<b>\$72,936</b>	2024
<a href="#">Growing Oaks Association</a>	OK	\$232,819	Secretarytreasurer	\$73,000	<b>\$83,513</b>	2024
<a href="#">Literacy Volunteers Of Broome-tioga</a>	NY	\$233,980	Executive Director	\$49,448	<b>\$45,226</b>	2025
<a href="#">Kenosha Literacy Council</a>	WI	\$234,765	Executive Dir.	\$54,654	<b>\$57,773</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Someone Who Cares Community Ce</a>	GA	\$213,323	President	\$6,560	<b>\$6,853</b>	2024
<a href="#">Leadership Kitsap Foundation</a>	WA	\$213,097	Executive Director	\$85,250	<b>\$79,297</b>	2024
<a href="#">National Coalition For Dialogue &amp; Deliberation</a>	PA	\$236,025	Executive Director	\$16,800	<b>\$17,920</b>	2023
<a href="#">Achieving Success On Purpose Inc</a>	NC	\$211,283	Executive Director	\$25,354	<b>\$28,021</b>	2023
<a href="#">Collaborative Law Institute Of Texas</a>	TX	\$237,143	Exec Director	\$76,546	<b>\$81,901</b>	2023
<a href="#">Mission Milby Community Development Corporation</a>	TX	\$210,845	Executive Director	\$130,000	<b>\$135,104</b>	2024
<a href="#">Gull Island Institute Inc</a>	MA	\$237,443	Clerk	\$41,600	<b>\$38,839</b>	2024
<a href="#">Lawrence Funderburke Youth</a>	OH	\$210,661	President	\$98,500	<b>\$108,389</b>	2024
<a href="#">Literacy Volunteers Of Santa Fe</a>	NM	\$208,460	Executive Dir.	\$15,999	<b>\$17,417</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	120 organizations. Compensation range \$269–\$268,775; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$224,131); for reference, expenses \$249,939 and assets \$89,113.
ROLE MATCH	Lanaea Featherstone, reported title " <i>FOUNDER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 2 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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	28 <sup>th</sup>
All sources (D + E + F), adjusted	18 <sup>th</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 (Lanaea Featherstone) 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 120 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 23<sup>rd</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.