

Lilly Kolisko Institute For Anthroposophic Medicine Inc

Executive Director / CEO

EIN 264721659

WI · NTEE E60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Razvan Rentea, Executive Director / CEO** (\$88,000) against **every comparable organization** that fit the selection criteria — **104** 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

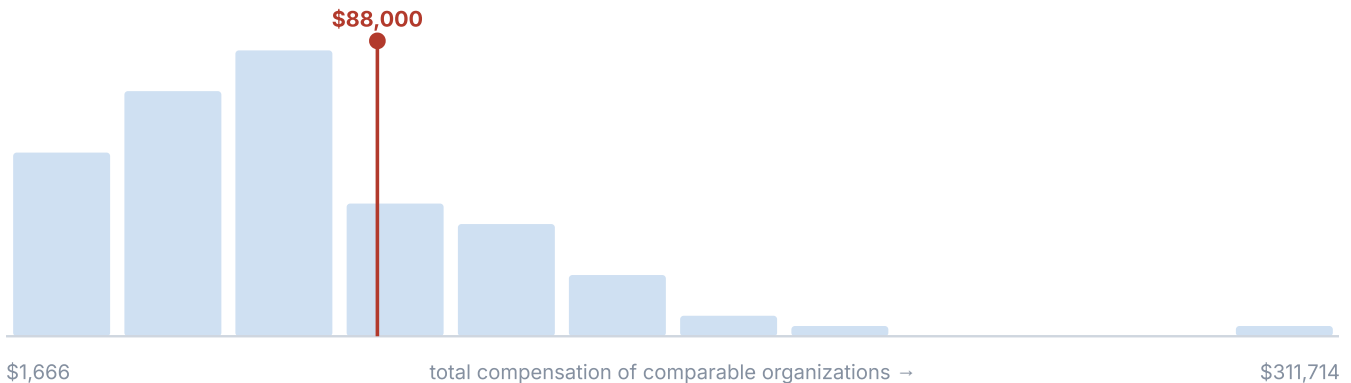
Benchmarked executive: Razvan Rentea — reported title “PRESIDENT/DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$217,945 and \$487,938 — 0.67x to 1.50x the subject's \$325,292 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

104 organizations qualified on sector, size, and geography → **104** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,845 10TH	\$40,491 25TH	\$59,856 MEDIAN	\$95,829 75TH	\$125,803 90TH	\$88,000 THIS ORG · 71ST
-------------------------	-------------------------	---------------------------	-------------------------	--------------------------	------------------------------------



■ 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 WI 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
Metrowest Medical Center Medical	MA	\$324,672	President	\$60,000	\$53,151	2023
Maine Public Health Association	ME	\$322,863	Executive Di	\$108,836	\$107,435	2023
Coalition Of New York State Health	NY	\$319,872	Executive Director	\$183,946	\$159,158	2024
Sunrise Workshop Inc	IN	\$318,340	Administrator	\$33,629	\$33,957	2024
Southcentral Pa Area Health Education	PA	\$332,418	Executive Dir.	\$59,757	\$57,060	2024
The Fit And Food Connection	MO	\$316,300	Executive Di	\$43,000	\$44,897	2023
Transplant Foundation Inc	CO	\$315,437	Executive Director	\$132,730	\$125,465	2023
Team Hope In Motion Inc	IN	\$337,469	Director	\$30,000	\$30,293	2024
Vitamin Bridge	TX	\$339,291	Coo	\$43,927	\$42,074	2024
Northstar Palliative Care Inc	MI	\$340,517	President & Chief Executive Officer	\$27,829	\$28,316	2023
The Addis Clinic Inc	TN	\$309,284	Executive Director	\$108,558	\$109,262	2024
Hospice Care By Pennswood Village	PA	\$342,302	Ceo Of Pennswood Village	\$43,657	\$41,687	2024
Georgia Ovarian Cancer Alliance Inc	GA	\$342,548	Executive Director	\$100,742	\$96,992	2024
Minnesota Stroke Association	MN	\$344,768	Chief Executive Officer	\$19,733	\$19,222	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Covered Community	CA	\$304,128	Executive Director	\$60,000	\$49,609	2024
Promotoras Y Promotores Foundation	CA	\$302,446	Secretary	\$50,078	\$41,406	2024
Sana Space Inc	FL	\$302,240	President	\$136,000	\$125,948	2023
National Coalition For Hospice	MN	\$302,046	Chief Executive Officer	\$146,747	\$138,843	2024
Stuck Community Acupuncture Inc	AZ	\$299,256	President	\$87,867	\$80,914	2024
Gift Of Hope Community Foundation	IL	\$351,563	Vice Chair/executive Director	\$62,611	\$60,680	2023
Prama Institute	NC	\$351,574	Secretary	\$46,167	\$45,676	2024
Caldwell Council On Adolescent Health Inc	NC	\$298,868	Executive Director	\$59,603	\$58,970	2024
Protectors Peak Retreat Center	MN	\$352,917	Director	\$7,500	\$7,306	2023
Man Up To Cancer	ME	\$353,495	Director	\$60,000	\$57,528	2024
Rural Minds Inc	IL	\$296,906	Executive Director	\$118,011	\$111,090	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 **104** organizations. Compensation range \$1,666–\$311,714; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$325,292); for reference, expenses \$488,446 and assets \$2,021,445. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Razvan Rentea, reported title " <i>PRESIDENT/DIRECTOR</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	12 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	71 st
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	63 rd

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 (Razvan Rentea) 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 104 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$88,000 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.