

This Star Won't Go Out Inc

Executive Director / CEO

EIN 274235482

MA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lori Earl, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **210** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

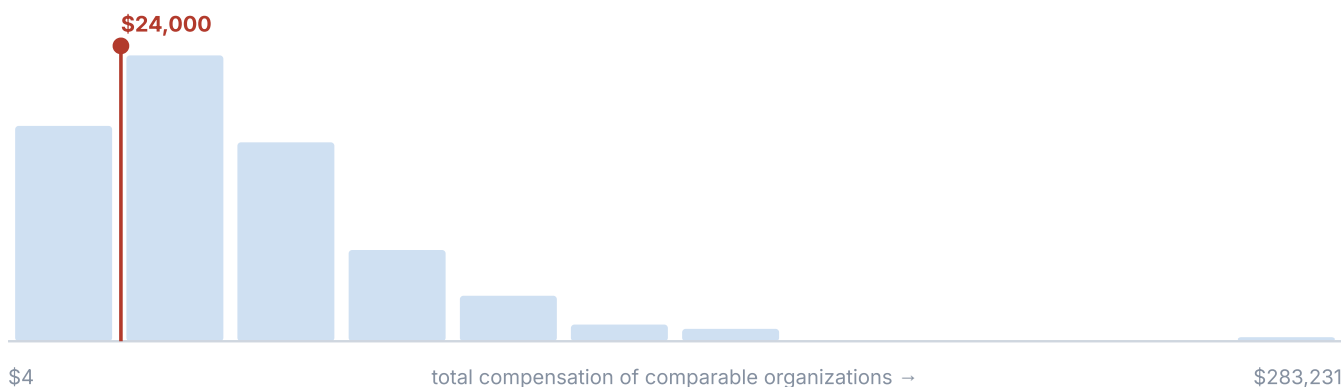
Benchmarked executive: Lori Earl — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$74,457 and \$166,695 — 0.67x to 1.50x the subject's \$111,130 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

210 organizations qualified on sector, size, and geography → **210** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,438	\$23,728	\$39,563	\$65,150	\$88,841	\$24,000
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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 MA 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
Rural Housing Partnership	VA	\$111,091	Executive Director	\$7,190	\$7,726	2024
Globalfest Inc	NY	\$111,384	President	\$13,440	\$13,914	2023
Central Avenue Center Of Hope Inc	KS	\$111,517	Execuitive Director	\$35,150	\$43,506	2023
Bayouclinic Inc	AL	\$111,673	Executive Director	\$106,204	\$131,452	2023
Jackson In Action 83 Foundation Inc	FL	\$110,156	Executive Director	\$54,000	\$56,452	2024
Virtues Matter Inc	MD	\$112,221	President And Ceo	\$63,333	\$67,837	2023
Helping Hands Ministry	TN	\$109,695	President	\$9,070	\$10,923	2023
Its Time A Houghton Family Global	UT	\$112,621	Director - R	\$33,600	\$38,269	2024
Mcsy Qalicb Ymca (6859-so1)	WA	\$109,368	Director/president	\$42,956	\$42,798	2024
Greater Louisville Intergroup Inc	KY	\$109,188	Coo	\$35,700	\$42,682	2024
La Voz Del Consolador	TX	\$113,301	Media	\$30,000	\$34,381	2023
Avenues Foundation	PA	\$113,617	Executive Director	\$27,981	\$31,968	2023
Our Sisters Closet Inc	AL	\$114,120	President	\$38,142	\$45,855	2024
Seasons Village Inc	NC	\$107,869	Program Director	\$52,000	\$61,558	2023
Wnyhoo-now Inc	MO	\$114,482	Ceo, President & Treasurer	\$88,846	\$104,718	2024
Virtuemediac Inc	GA	\$107,745	President & Founder	\$83,197	\$95,840	2023
The Roadie Clinic Inc	MI	\$115,316	Ceo	\$18,000	\$20,675	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Women In Revenue Inc	CA	\$106,627	Executive Dir.	\$49,862	\$49,329	2023
Arts Foundation For Seniors Inc	FL	\$106,144	Exec Dir & S	\$67,000	\$70,043	2024
Less Leg More Heart	NH	\$116,429	President	\$15,850	\$16,767	2023
Fraternal Order Of Eagles	MI	\$116,467	President	\$150	\$168	2025
Helping Hands Of Middle & West Tennessee	TN	\$116,475	Ceoprogram Director	\$82,000	\$93,445	2025
Gems Development Foundation	VA	\$105,693	Executive Director	\$22,000	\$24,337	2023
Open Source Hardware Association	CO	\$104,790	Executive Director	\$77,692	\$85,351	2023
Hope On The Hill Inc	OR	\$104,768	Executive Dir.	\$48,500	\$50,121	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	210 organizations. Compensation range \$4–\$283,231; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$111,130); for reference, expenses \$102,600 and assets \$579,273.
ROLE MATCH	Lori Earl, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 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	25 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	21 st

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 (Lori Earl) 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 210 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 25th 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.