

4 Tucson Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lakisha Deon, Executive Director / CEO** (\$83,846) against **every comparable organization** that fit the selection criteria — **243** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

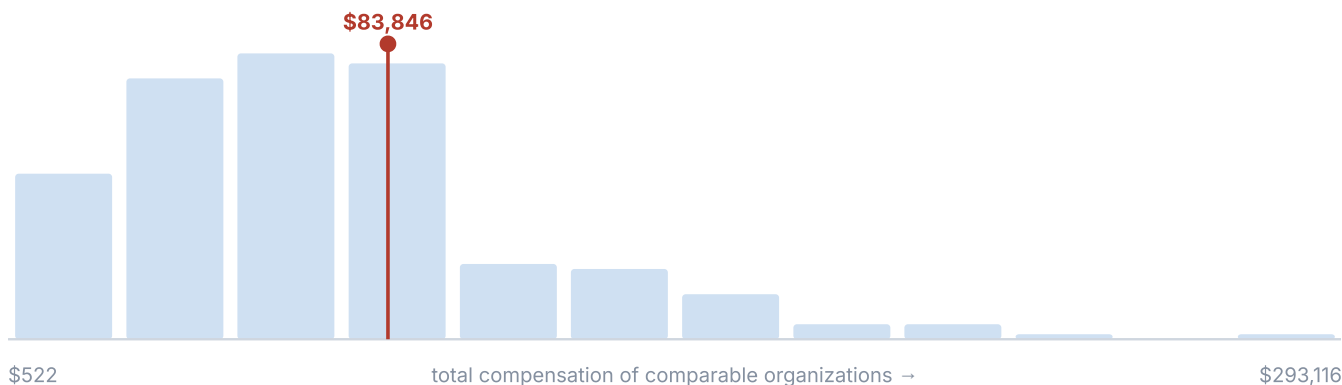
Benchmarked executive: Lakisha Deon — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

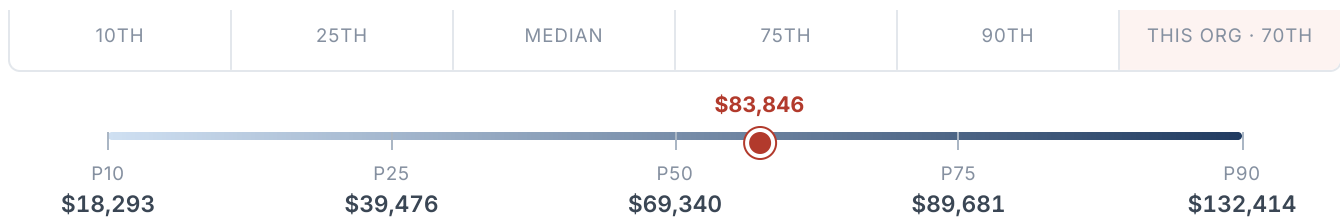
SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$319,620 and \$715,569 — 0.67x to 1.50x the subject's \$477,046 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

243 organizations qualified on sector, size, and geography → **243** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,293	\$39,476	\$69,340	\$89,681	\$132,414	\$83,846
----------	----------	----------	----------	-----------	----------



● 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 AZ 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
Lewis County Gospel Mission	WA	\$474,490	Vice Preside	\$40,139	\$36,295	2024
Emmaus Ministries	FL	\$474,336	President	\$85,281	\$80,913	2024
Poimea Foundation Inc	TX	\$473,946	Executive Di	\$74,138	\$74,900	2024
Awaken The Dawn Inc	FL	\$473,274	President	\$141,693	\$134,437	2024
Northwest B Annual Conference	NC	\$471,871	President	\$500	\$522	2024
Equipping Leaders For A Lifetime	OR	\$470,664	Executive Di	\$79,200	\$74,283	2024
Theology Of Work Project Inc	MA	\$470,409	Ceo & Director	\$73,997	\$67,158	2024
Gateway Empowerment Inc	AL	\$484,096	President	\$8,000	\$8,987	2023
Legacy Disciple	IL	\$485,142	Secretary	\$35,693	\$35,440	2024
Fathers House Educational Foundation	TX	\$485,513	Executive Director	\$67,600	\$70,312	2023
Rabbanut Nfp	IL	\$485,571	Treasurer & Director	\$18,000	\$17,412	2025
Fellowship Of Christians United For	GA	\$487,031	Executive Director	\$45,000	\$47,048	2023
Thrive Learning Centers	CA	\$466,812	Executive Dir.	\$16,449	\$14,345	2024
Electronic Bible Fellowship Inc	PA	\$488,852	President	\$55,365	\$57,409	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Newport Mesa Individual And Family	CA	\$489,324	Executive Dir.	\$183,591	\$160,112	2024
The Hinda Institute	IL	\$463,408	Director	\$9,350	\$9,284	2024
Blazing Trees	TN	\$462,823	Chief Executive Officer	\$72,000	\$78,694	2023
Skatechurch Inc	OR	\$493,143	Exec Dir - No Compensation For Board Duties	\$78,000	\$73,157	2024
The Isaiah 40 Foundation Inc	VT	\$460,415	President	\$89,932	\$91,421	2024
Faith And Life Inc	KS	\$459,272	Manager	\$35,817	\$39,080	2024
Straight Street Revolution	GA	\$459,052	Executive Di	\$52,708	\$53,525	2024
Saturation Church Planting International	CA	\$495,253	Presidentfounder	\$96,377	\$84,051	2024
Firebase Movement	MN	\$458,526	Director	\$82,848	\$82,679	2024
Gary Randall Ministries	WA	\$496,288	President	\$140,111	\$126,692	2024
Nexus Impact Center Inc	IN	\$496,633	President & Ceo	\$48,000	\$51,123	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 **243** organizations. Compensation range \$522–\$293,116; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$477,046); for reference, expenses \$584,074 and assets \$15,915.
ROLE MATCH	Lakisha Deon, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	70 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	68 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 (Lakisha Deon) 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 243 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,846 is reasonable (approximately the 70th 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.