

# Fs-detroit Inc

Executive Director / CEO

EIN 331738424

MI · NTEE O50

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lori Ward, Executive Director / CEO** (\$46,366) against **every comparable organization** that fit the selection criteria — **491** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31<sup>st</sup>** percentile of comparable organizations

within the typical range

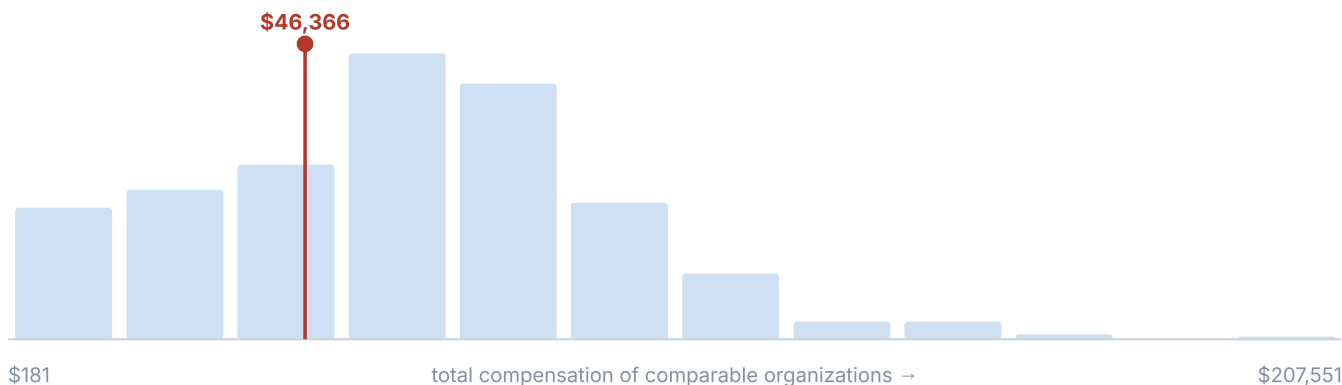
**Benchmarked executive:** Lori Ward — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

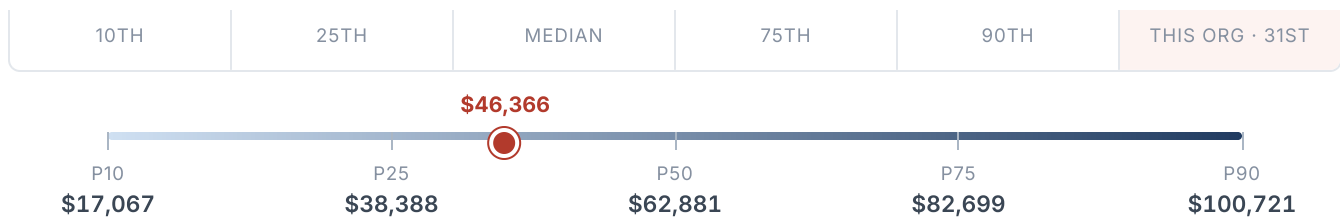
SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$251,568 and \$563,214 — 0.67x to 1.50x the subject's \$375,476 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**491** organizations qualified on sector, size, and geography → **491** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,067	\$38,388	\$62,881	\$82,699	\$100,721	\$46,366
----------	----------	----------	----------	-----------	----------



## ● 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 MI 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="#">Spark Kindness Inc</a>	MA	\$375,432	Executive Dir.	\$75,891	<b>\$67,820</b>	2024
<a href="#">Icanhelp</a>	CA	\$375,849	Ceo	\$86,667	<b>\$74,423</b>	2024
<a href="#">Ryan Nece Foundation Inc</a>	FL	\$375,988	Ceo	\$93,562	<b>\$87,408</b>	2024
<a href="#">Youth Organized &amp; United Help</a>	OR	\$374,620	Executive Director	\$37,225	<b>\$35,394</b>	2023
<a href="#">Idaho West Central Mountain Youth Advocacy Coalition</a>	ID	\$376,629	Executive Director	\$44,131	<b>\$45,483</b>	2025
<a href="#">Yes We Care</a>	MA	\$376,752	President & Ceo	\$12,770	<b>\$11,412</b>	2024
<a href="#">See You At The Top</a>	OH	\$374,065	Curriculum Administrator	\$89,089	<b>\$96,608</b>	2023
<a href="#">Centershot Ministries Inc</a>	WI	\$373,512	Executive Di	\$81,390	<b>\$87,027</b>	2023
<a href="#">Gilford Youth Center</a>	NH	\$373,452	Executive Director	\$85,638	<b>\$78,638</b>	2024
<a href="#">Rainier Volleyball Club</a>	WA	\$377,757	Director	\$12,000	<b>\$10,685</b>	2024
<a href="#">Square Peg Ministries</a>	GA	\$373,100	Atlarge	\$82,466	<b>\$84,895</b>	2023
<a href="#">Training Leaders Through</a>	PA	\$378,216	Executive Di	\$4,000	<b>\$3,967</b>	2024
<a href="#">Youth Empowerment Agency</a>	CO	\$378,219	Director	\$50,290	<b>\$47,956</b>	2024
<a href="#">Standard Of Athletics Association Inc</a>	TX	\$372,444	Executive Dir.	\$2,600	<b>\$2,663</b>	2023
<a href="#">Lakevilla Township Baseball</a>	IL	\$372,353	President	\$180	<b>\$181</b>	2023
<a href="#">The Village Nation Inc</a>	CA	\$378,833	Founder/ceo	\$23,990	<b>\$20,601</b>	2024
<a href="#">Columbia Future Forge</a>	WA	\$372,115	Director Secretary	\$4,665	<b>\$4,276</b>	2023
<a href="#">Own Your Future Outreach Inc</a>	NY	\$371,736	President	\$69,231	<b>\$64,051</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wonderfully Made Ministry For Girls</a>	TN	\$371,663	President	\$60,000	<b>\$62,720</b>	2024
<a href="#">Christys Safe Haven</a>	TX	\$379,467	President	\$85,200	<b>\$84,755</b>	2024
<a href="#">African American Chamber Of San Joaquin Foundation</a>	CA	\$371,277	Ceo/director	\$69,805	<b>\$59,943</b>	2024
<a href="#">Kollab Youth</a>	CA	\$379,747	Ceo	\$179,695	<b>\$154,308</b>	2024
<a href="#">Core Creative Collective Inc</a>	LA	\$371,183	Board Member	\$103,536	<b>\$116,725</b>	2023
<a href="#">South Jersey Youth Alliance</a>	NJ	\$379,895	Executive Director	\$65,287	<b>\$59,681</b>	2023
<a href="#">Localogy</a>	NM	\$379,962	Executive Di	\$8,000	<b>\$8,557</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI cost of living and 2025 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 MI 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	<b>491</b> organizations. Compensation range \$181–\$207,551; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$375,476); for reference, expenses \$201,986 and assets \$272,043. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Lori Ward, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	33 <sup>rd</sup>
All sources (D + E + F), adjusted	31 <sup>st</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 (Lori Ward) 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 491 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,366 is reasonable (approximately the 31<sup>st</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.