

# Shenandoah Valley Bicycle Coalition

Executive Director / CEO

EIN 342016415

VA · NTEE N31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kyle Lawrence, Executive Director / CEO** (\$56,769) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69<sup>th</sup>** percentile of comparable organizations within the typical range

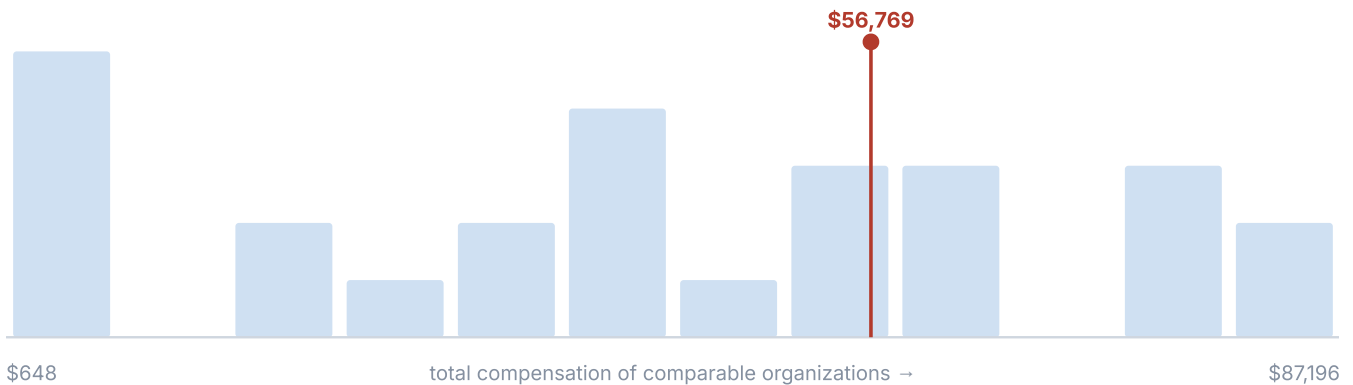
**Benchmarked executive:** Kyle Lawrence — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N31).
BUDGET	Total revenue between \$156,641 and \$350,689 — 0.67x to 1.50x the subject's \$233,793 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N31), nationwide + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,271	\$20,407	\$43,186	\$58,925	\$76,996	\$56,769
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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 VA 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="#">Lillian's List Action Fund</a>	NC	\$228,237	Interim Executive Director	\$72,598	<b>\$77,690</b>	2024
<a href="#">Columbus Municipal Golf Association</a>	TX	\$227,487	Manager	\$37,154	<b>\$39,628</b>	2023
<a href="#">Hardy County Health And Wellness Center Inc</a>	WV	\$226,985	Executive Director	\$47,314	<b>\$54,625</b>	2023
<a href="#">Ballston Area Recreation Commission</a>	NY	\$244,068	Executive Di	\$79,190	<b>\$76,301</b>	2023
<a href="#">Community Building Partners Inc</a>	ID	\$246,827	Executive Director	\$67,000	<b>\$73,817</b>	2024
<a href="#">Cottagewood Community Foundation</a>	MN	\$247,000	Exec Direc,s	\$54,662	<b>\$55,940</b>	2024
<a href="#">Vessel Skatepark</a>	MA	\$219,966	President	\$62,750	<b>\$58,400</b>	2024
<a href="#">Friends Of Third Place Commons</a>	WA	\$249,302	Director	\$43,485	<b>\$40,322</b>	2024
<a href="#">The Ledge</a>	TN	\$249,894	President/ Executive Direc	\$51,105	<b>\$55,635</b>	2024
<a href="#">Bandon Community Youth Center Inc</a>	OR	\$250,726	Executive Director	\$18,326	<b>\$18,146</b>	2023
<a href="#">The Community Center Nfp</a>	IL	\$211,419	Director	\$6,000	<b>\$6,289</b>	2023
<a href="#">Community Resources For Education And Wellness Inc</a>	VA	\$207,000	Executive Director	\$4,963	<b>\$5,110</b>	2023
<a href="#">Community Center Of Hope</a>	WI	\$203,723	Executive Di	\$29,897	<b>\$33,293</b>	2023
<a href="#">Pregnancy And Family Center Inc</a>	KS	\$266,875	Co-director	\$24,300	<b>\$27,189</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Youth Advantage Inc</a>	MN	\$282,307	Executive Di	\$57,750	<b>\$59,100</b>	2024
<a href="#">Santa Barbara House Of Hustle</a>	CA	\$283,416	President	\$5,900	<b>\$5,432</b>	2023
<a href="#">Pennsylvania Center For Adapted Sports</a>	PA	\$181,109	Executive Director	\$80,516	<b>\$83,159</b>	2024
<a href="#">Ridgelys Run Community Association Inc</a>	MD	\$178,310	President	\$1,500	<b>\$1,452</b>	2024
<a href="#">Cape Lookout Foundation Inc</a>	NC	\$290,100	Executive Director	\$40,000	<b>\$42,806</b>	2024
<a href="#">Richland Area Community Center</a>	MI	\$290,350	Executive Di	\$79,228	<b>\$87,196</b>	2023
<a href="#">Chappaquiddick Community Center</a>	MA	\$294,454	Executive Director/director	\$46,810	<b>\$43,565</b>	2024
<a href="#">Chelan Teen Center</a>	WA	\$303,518	Executive Dir.	\$67,500	<b>\$62,590</b>	2024
<a href="#">Pine Hill Community Center Ltd</a>	NY	\$307,367	Executive Director	\$48,802	<b>\$47,021</b>	2023
<a href="#">Northfield Union Of Youth</a>	MN	\$326,613	Executive Director	\$33,689	<b>\$35,495</b>	2023
<a href="#">Ramona Parks &amp; Recreation Assn Inc</a>	CA	\$328,134	President	\$18,790	<b>\$18,010</b>	2022

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT 26 organizations. Compensation range \$648–\$87,196; filing years 2022–2024.

**SIZE BASIS** Matched on total revenue (\$233,793); for reference, expenses \$302,553 and assets \$127,251.

**ROLE MATCH** Kyle Lawrence, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	69 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	69 <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 (Kyle Lawrence) 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 26 similarly situated organizations (Same NTEE sector (N31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,769 is reasonable (approximately the 69<sup>th</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.