

Indiana Blind Children's Foundation

Executive Director / CEO

EIN 351892005
 IN · NTEE P30Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Laura Alvarado, Executive Director / CEO** (\$97,765) against **every comparable organization** that fit the selection criteria — **183** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

Benchmarked executive: Laura Alvarado — 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 (P30Z).

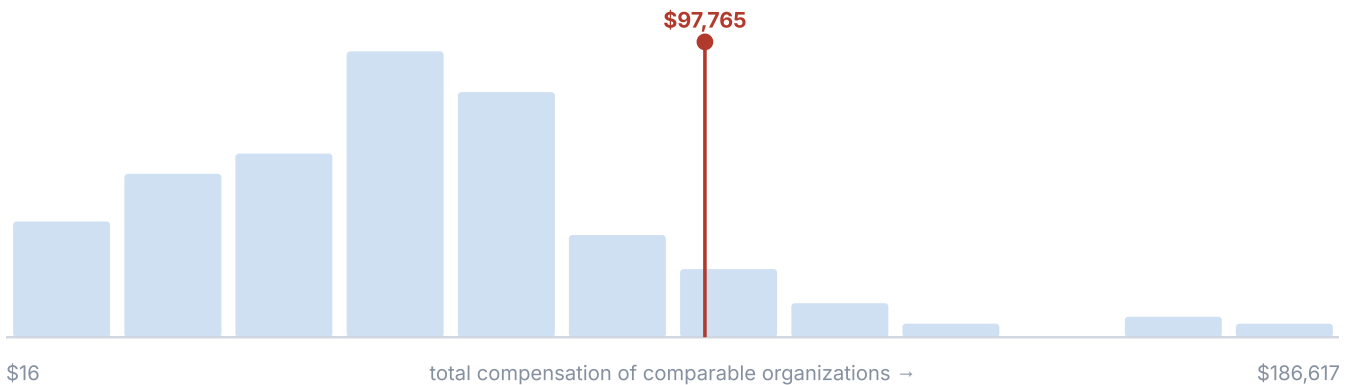
BUDGET Total revenue between \$211,817 and \$474,219 — 0.67x to 1.50x the subject's \$316,146 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

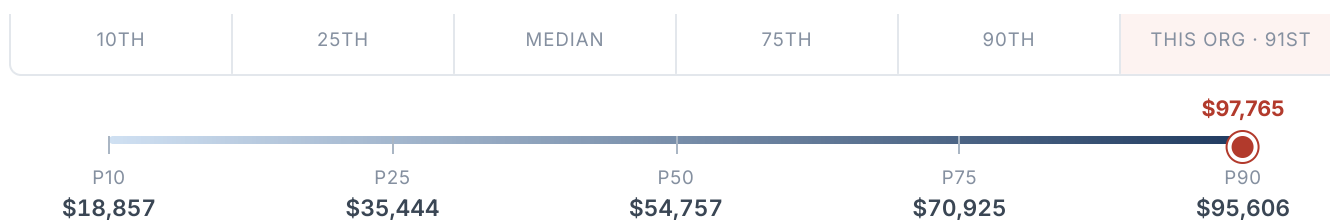
183 organizations qualified on sector, size, and geography

→ **183** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,857	\$35,444	\$54,757	\$70,925	\$95,606	\$97,765
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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 IN 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
Casa A Voice For Children	CA	\$315,713	Ceo	\$147,072	\$116,972	2024
Tutwiler Community Education Center	MS	\$313,721	Executive Director	\$67,178	\$70,949	2023
Games For Love	WA	\$313,447	Ceo	\$64,332	\$53,050	2024
Every Child Valued A Nj Nonprofit	NJ	\$312,254	Executive Dir.	\$45,100	\$38,184	2023
The Orange County Friendship Circle Inc	CA	\$320,038	Director	\$66,992	\$54,855	2023
Hicksville Teenage Council Inc	NY	\$320,756	Executive Director	\$91,387	\$76,061	2024
Umpqua Valley Farm To School	OR	\$321,237	Executive Director	\$68,900	\$60,674	2023
Camp Sunrise Inc	MD	\$310,415	Executive Director	\$43,000	\$37,027	2024
Patchogue Medford Youth & Community	NY	\$321,935	Executive Director	\$32,743	\$28,057	2023
The Alabama Campaign To Prevent	AL	\$322,960	Executive Di	\$88,201	\$87,765	2024
Wings Of Hope Ranch Inc	VA	\$309,028	Executive Director	\$32,748	\$29,984	2023
Lollipop Theater Network Inc	CA	\$308,877	Executive Director	\$143,985	\$114,516	2024
The Inspired Community Project Inc	NY	\$308,850	President	\$101,043	\$84,097	2024
Joy Company-joyco	CA	\$308,452	President Executive Director	\$65,125	\$53,326	2023
Frontline Mission	AK	\$307,806	Executive Di	\$50,647	\$44,599	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kiddie Kollege & Learning Cent	GA	\$307,501	Key Employee	\$45,240	\$41,897	2024
Cornerstone Policy Research	NH	\$306,362	Associate Director	\$104,277	\$88,684	2024
Light 2 The World	OR	\$325,943	President	\$61,116	\$53,819	2023
Fruit Bearers	WA	\$303,597	Executive Dir.	\$24,288	\$20,028	2024
Prevail Nj Inc	NJ	\$302,352	Executive Dir.	\$6,150	\$5,058	2024
Family Support Center Of Washington Co	UT	\$332,383	Executive Director	\$75,035	\$70,734	2024
Stmary'scaringinc	MD	\$332,463	Executive Director	\$43,200	\$37,200	2024
Todos Together Inc	PR	\$332,666	Executive Director	\$44,859	\$43,572	2024
The Aspen Effect Inc	CO	\$299,171	President	\$177,852	\$157,076	2024
Global Partners In Life Inc	GA	\$298,647	President	\$75,000	\$69,458	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	183 organizations. Compensation range \$16–\$186,617; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$316,146); for reference, expenses \$467,061 and assets \$1,137,503. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Laura Alvarado, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	91 st
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	90 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 (Laura Alvarado) 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 183 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,765 is reasonable (approximately the 91st 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.