

# The Lawn Institute Foundation

Executive Director / CEO

EIN 363892659

IL · NTEE U99Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Casey Reynolds, Executive Director / CEO** (\$10,775) against **every comparable organization** that fit the selection criteria — **97** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

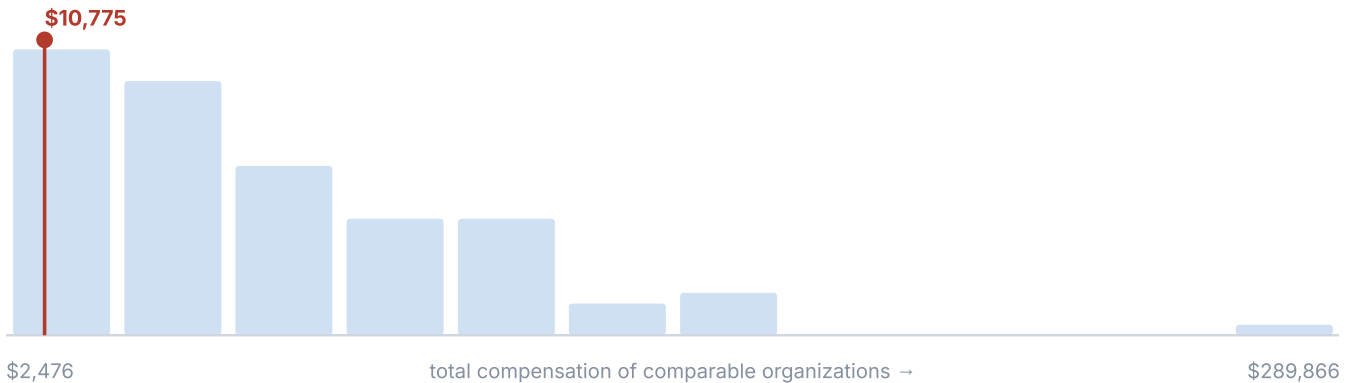
**Benchmarked executive:** Casey Reynolds — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (U99Z).
BUDGET	Total revenue between \$149,491 and \$334,683 — 0.67x to 1.50x the subject's \$223,122 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

**97** organizations qualified on sector, size, and geography → **97** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,108	\$23,297	\$46,683	\$87,789	\$111,742	\$10,775
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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 IL 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="#">At The Epicenter</a>	CO	\$223,582	Diretor	\$4,500	<b>\$4,389</b>	2023
<a href="#">Rocky Mtn Mathematics Consortium I</a>	AZ	\$222,354	President	\$105,194	<b>\$99,953</b>	2024
<a href="#">American Technical Education Association</a>	MN	\$224,689	Executive Dir.	\$98,108	<b>\$95,777</b>	2024
<a href="#">Median Foundation</a>	CA	\$221,309	Director, Secretary	\$31,950	<b>\$28,063</b>	2023
<a href="#">Tek Collaborative Inc</a>	MA	\$221,205	President	\$95,250	<b>\$87,063</b>	2023
<a href="#">Metaverse Standards Forum Inc</a>	OR	\$220,420	Executive Director	\$54,360	<b>\$51,349</b>	2023
<a href="#">Sarah Mack Scicomm Inc</a>	PA	\$227,239	Executive Director	\$118,065	<b>\$116,325</b>	2024
<a href="#">Washington State Academy Of Sciences</a>	WA	\$218,480	Executive Director	\$9,962	<b>\$8,812</b>	2024
<a href="#">Octo</a>	WA	\$215,773	Director And President	\$110,000	<b>\$97,301</b>	2024
<a href="#">Klamath Outdoor Science School</a>	OR	\$230,487	Assistant Executive Director	\$56,293	<b>\$53,175</b>	2023
<a href="#">Riseup Labs</a>	WA	\$231,709	Treasurer	\$13,202	<b>\$12,023</b>	2023
<a href="#">Talkstem</a>	TX	\$213,328	Ceo	\$53,505	<b>\$52,879</b>	2024
<a href="#">Native Skywatchers Incorporated</a>	MN	\$212,233	Director	\$101,409	<b>\$101,924</b>	2023
<a href="#">Council Of Professional Associations On</a>	DC	\$211,529	Executive Director	\$190,928	<b>\$165,533</b>	2024
<a href="#">Fresh Pond Research Institute Inc</a>	MA	\$234,990	President	\$57,000	<b>\$50,606</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Advanced Heliophysics</a>	CA	\$235,524	President Ceo	\$122,018	<b>\$107,172</b>	2023
<a href="#">Mississippi Engineering Society</a>	MS	\$237,479	Executive Director	\$48,126	<b>\$52,956</b>	2024
<a href="#">The Plastic Ocean Project Inc</a>	NC	\$237,608	Executive Director	\$7,666	<b>\$7,826</b>	2024
<a href="#">Northern Research Technical Assistance Center</a>	CO	\$237,609	President	\$15,019	<b>\$14,649</b>	2023
<a href="#">Biosphere Foundation</a>	CA	\$208,578	President	\$20,000	<b>\$17,062</b>	2024
<a href="#">Texas Marine Mammal Stranding Network</a>	TX	\$207,480	Executive Director	\$88,500	<b>\$87,464</b>	2024
<a href="#">International Microwave Power Institute</a>	VA	\$206,535	Executive Director	\$47,754	<b>\$46,900</b>	2023
<a href="#">Institute For Broadening Participation</a>	ME	\$203,434	Executive Director	\$69,739	<b>\$71,032</b>	2023
<a href="#">University Consortium For Geographic Info Science</a>	VA	\$202,880	Executive Director	\$44,363	<b>\$42,320</b>	2024
<a href="#">P3 Exhibits Corporation</a>	CA	\$201,421	Director	\$25,501	<b>\$21,755</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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** 97 organizations. Compensation range \$2,476–\$289,866; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$223,122); for reference, expenses \$154,050 and assets \$1,129,522.

ROLE MATCH	Casey Reynolds, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	91 <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 (Casey Reynolds) 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 97 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,775 is reasonable (approximately the 12<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.