

Community & Life Services Inc

Executive Director / CEO

EIN 365017139

MN · NTEE P40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dawn Finn, Executive Director / CEO** (\$13,998) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Dawn Finn — 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 (P40).

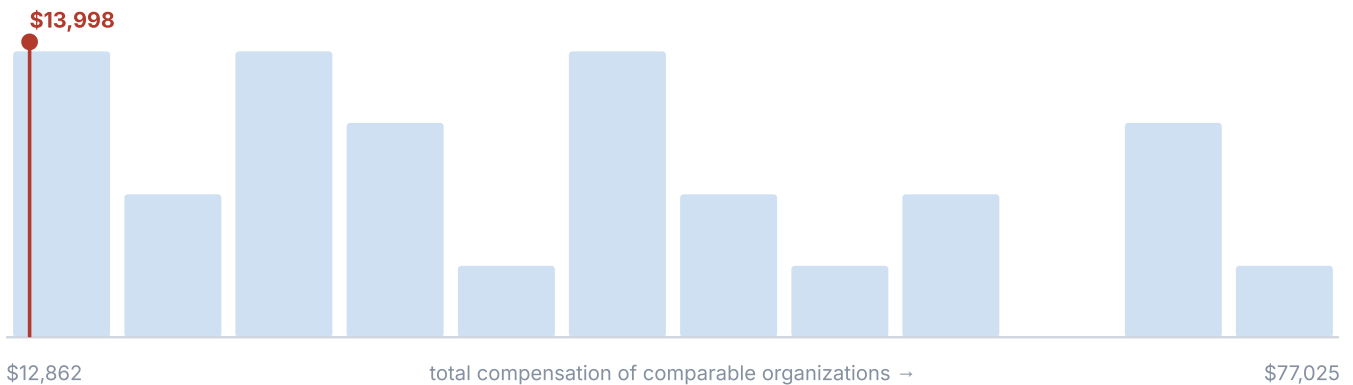
BUDGET Total revenue between \$68,583 and \$153,546 — 0.67x to 1.50x the subject's \$102,364 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography

→ **27** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$17,379

\$25,476

\$39,360

\$50,531

\$66,951

\$13,998



■ 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 MN 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
Mexiquenses Unidos De Michigan	MI	\$103,799	President	\$28,332	\$29,595	2024
The Family Wins	PA	\$109,710	President/advisory Member	\$40,000	\$40,369	2024
Forever Families Adoption Services Inc	VA	\$93,110	President/executive Director	\$34,001	\$34,205	2023
White Horse Outreach Foundation	OK	\$92,991	Board Member	\$39,129	\$44,893	2023
Northern Life Care Center Inc	MN	\$91,837	Executive Di	\$16,360	\$16,360	2024
Hope House	TN	\$114,106	Executive Director	\$30,826	\$32,792	2024
Love Mercy	CA	\$114,158	Execuitive Director	\$75,000	\$67,477	2023
Parenting Resource Center Of East	TX	\$89,394	Executive Dir.	\$40,392	\$40,891	2024
Invitation Ministries	TN	\$116,619	President	\$15,534	\$16,525	2024
Lagoshen Family Life Skills & Enrichment Center	TN	\$118,013	Day Care Director	\$27,040	\$28,765	2024
Pearson Foundation	MS	\$118,082	President	\$21,023	\$23,696	2024
Jeffersons Foundation	KS	\$118,085	Executive Director	\$42,497	\$47,836	2023
The Nanny Loft Foundation Inc	PA	\$119,404	President	\$27,006	\$27,255	2024
R Fathers Mad Inc	AL	\$82,665	Executive Director	\$55,000	\$60,133	2024
Doddridge Co Family Resource	WV	\$82,502	Executive Director	\$17,460	\$19,698	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Family Connection & Cis Of Wash	GA	\$81,253	Executive Director	\$50,500	\$51,388	2024
Christian Counseling Services	CA	\$80,450	Administrative Director	\$31,600	\$27,615	2024
Family To Family Connection Isd 13	NV	\$124,901	Executive Di	\$40,000	\$40,577	2024
Connect Parent Group Network	DE	\$78,777	Executive Director	\$75,500	\$77,025	2023
Pregnancy Crisis Center Inc	FL	\$127,930	Executive Director	\$68,042	\$66,600	2023
Faithbuilders Inc	KS	\$128,260	Executive Di	\$36,000	\$39,360	2024
The Crystal Dreams Foundation	CA	\$129,017	Director	\$56,841	\$49,673	2024
Parenteen Inc	WA	\$130,226	President	\$66,022	\$59,821	2024
Seeds Of Promise	MI	\$130,684	Executive Director	\$65,000	\$69,904	2023
Strongfamilies Inc	AZ	\$133,086	President	\$20,267	\$19,726	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 27 organizations. Compensation range \$12,862–\$77,025; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$102,364); for reference, expenses \$144,854 and assets \$74,261. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Dawn Finn, reported title "*Executive Director*", 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	4 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	4 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 (Dawn Finn) 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 27 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,998 is reasonable (approximately the 4th 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.