

Lansing Old Newsboys Association

Executive Director / CEO

EIN 381738520

MI · NTEE S82Z

FY ending 2024-08-31

June 10, 2026

This analysis benchmarks the total compensation of **Sean Douglas, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **1443** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Sean Douglas — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S82Z).

BUDGET Total revenue between \$158,438 and \$354,712 — 0.67x to 1.50x the subject's \$236,475 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,443 organizations qualified on sector, size, and geography → **1,443** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,319

\$32,338

\$59,636

\$82,946

\$115,001

\$10,000



■ 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
Santa Cruz Works	CA	\$236,447	Executive Dir.	\$84,000	\$70,274	2024
North American Transit Alliance Inc	MD	\$236,250	Executive Director	\$56,013	\$50,735	2024
Foundation For Strategic Sourcing Inc	VA	\$236,820	Executive Dir.	\$46,669	\$44,946	2023
Creative Portland Corporation	ME	\$236,053	Executive Di	\$31,843	\$30,892	2024
Economic Development Professionals Association	SD	\$236,950	Chairman	\$2,000	\$2,202	2023
Parnassah Network Inc	NJ	\$236,955	Ceo & Trustee	\$18,000	\$16,030	2023
Greater Miami Shores Chamber Of Commerce Inc	FL	\$237,014	Executive Director	\$77,184	\$72,324	2023
Boulder Area Rental Housing Associa	CO	\$235,863	Executive Di	\$142,521	\$128,988	2025
Minnesota Association Of Professional Employees Building Corporation	MN	\$235,833	Mape Chief Of Staff	\$37,653	\$37,110	2023
National Utilities Diversity Council Inc	CA	\$237,185	Executive Director	\$75,000	\$62,744	2024
Owatonna Business Incubator Inc	MN	\$235,748	Executive Di	\$33,333	\$32,853	2023
Ypo Wild West Regional Chapter Inc	TX	\$237,394	Chapter Manager	\$82,875	\$82,690	2023
World Trade Center Association	CA	\$237,400	President And Ceo	\$40,192	\$33,624	2024
Jonah Inc	IN	\$235,492	President	\$20,154	\$20,591	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Plaza Terrace Mutual Housing	CT	\$235,418	Executive Director	\$31,395	\$29,361	2023
Community Wide Care Of Arizona	AZ	\$237,535	Vice President	\$34,082	\$31,756	2024
Lakeshore Avenue Business Improvement	CA	\$235,378	Co-director	\$14,356	\$12,010	2024
Hemet San Jacinto Valley Chamber Of	CA	\$235,344	Executive Dir.	\$68,577	\$57,371	2024
Professional Racers Owners	IN	\$237,637	Secretary/tr	\$82,500	\$84,290	2024
Inspire Wisconsin Inc	WI	\$237,754	Executive Di	\$83,487	\$84,473	2024
Association Of College & University Printers Inc	MI	\$237,893	Admin Director	\$41,154	\$41,154	2024
Phoenix Community Toolbank Inc	AZ	\$237,929	Executive Director	\$85,370	\$81,893	2023
Pittsburgh Region Clean Citiesinc	PA	\$235,011	Executive Di	\$53,014	\$51,220	2024
Mississippi Energy Institute	MS	\$235,000	President, Secretary, & Tr	\$84,000	\$90,639	2024
Urban City Codes Technology And Community Resource	OH	\$238,007	President	\$45,538	\$48,109	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 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.

● Sample, role match & sensitivity

PEER COUNT **1443** organizations. Compensation range \$1–\$650,762; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$236,475); for reference, expenses \$241,473 and assets \$342,406.
ROLE MATCH	Sean Douglas, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	193 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	41 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	8 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	6 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 (Sean Douglas) 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 10, 2026, comparing compensation against 1443 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 8th 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 10, 2026.