

Sisters Graduate Resource Organization

Executive Director / CEO

EIN 383775863

OR · NTEE B82

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Laura Kloss, Executive Director / CEO** (\$17,280) against **every comparable organization** that fit the selection criteria — **219** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

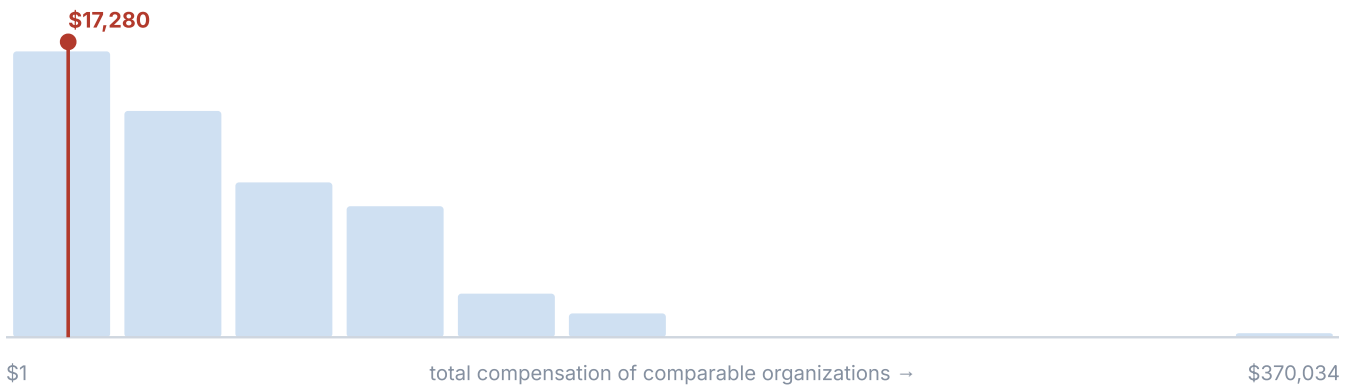
Benchmarked executive: Laura Kloss — reported title “Program Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$228,689 and \$511,990 — 0.67x to 1.50x the subject's \$341,327 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

219 organizations qualified on sector, size, and geography → **219** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,704	\$23,541	\$49,522	\$87,034	\$120,314	\$17,280
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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 OR 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
Circle De Luz Inc	NC	\$342,777	Executive Director	\$81,000	\$90,124	2024
Roever Foundation Inc	TX	\$342,987	President/di	\$60,120	\$66,672	2023
Education For Tomorrow Alliance	TX	\$346,227	President	\$116,473	\$125,460	2024
See Ya Later Foundation Inc	OR	\$336,005	Executive Dir.	\$64,896	\$64,896	2024
Girls On The Run Maine	ME	\$348,097	Executive Director	\$83,200	\$92,361	2023
Athol High School Scholarship	MA	\$348,255	Treasurer	\$5,000	\$4,838	2024
Inspire Health Foundation Inc	KS	\$349,003	Chief Executive Officer	\$23,229	\$27,821	2023
Mesa Public Schools Foundation	AZ	\$332,764	Treas/int Ed	\$36,668	\$37,974	2024
North Platte Public Schools	NE	\$351,554	Executive Di	\$59,568	\$67,213	2025
Able Flight Inc	NC	\$330,657	Executive Director	\$92,000	\$102,363	2024
College Access Partnership Inc	CA	\$330,136	Dir/secty-treas	\$90,100	\$83,779	2024
Texas Tennis Coaches Association	TX	\$354,243	Executive Director Exec Committee	\$45,000	\$48,472	2024
The More Foundation	OK	\$327,716	Executive Director	\$71,200	\$86,918	2023
Investments & Wealth Foundation	CO	\$327,522	Iwi Ceo/executive Director	\$135,157	\$143,678	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Machine Tool Technologies	CA	\$355,329	President	\$144,000	\$133,897	2024
Aami Foundation Inc	VA	\$326,972	Aami Ceo	\$111,508	\$115,937	2024
Police Association Of Virginia	VA	\$326,505	Treasurer	\$3,491	\$3,737	2023
Fort Bend Forward Inc	TX	\$357,207	President And Ceo	\$9,606	\$10,653	2023
Pennsylvania Restaurant And Lodging	PA	\$325,442	Secretary	\$22,411	\$24,777	2023
Entrepreneurship Award Corp	NY	\$325,210	Executive Director	\$112,598	\$109,563	2024
Wonderfolk	OR	\$357,451	Executive Director	\$65,000	\$66,920	2023
Life Light Educational Foundation	CA	\$324,418	President	\$20,400	\$19,529	2023
Tracy Andrus Foundation	TX	\$359,271	President & Ceo	\$67,500	\$74,856	2023
Public Relations Society Of	NY	\$359,503	Cfo	\$57,668	\$56,114	2024
Brian M Anselmo Memorial	MO	\$359,794	Executive Di	\$79,992	\$93,928	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **219** organizations. Compensation range \$1–\$370,034; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$341,327); for reference, expenses \$265,249 and assets \$536,041.
ROLE MATCH	Laura Kloss, reported title " <i>Program Director</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	60 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	12 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 Kloss) 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 219 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,280 is reasonable (approximately the 19th 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.