

Cuyama Valley Family Resource Center

Executive Director / CEO

EIN 451221069
 CA · NTEE P20
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Lynn Carlisle, Executive Director / CEO** (\$45,630) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

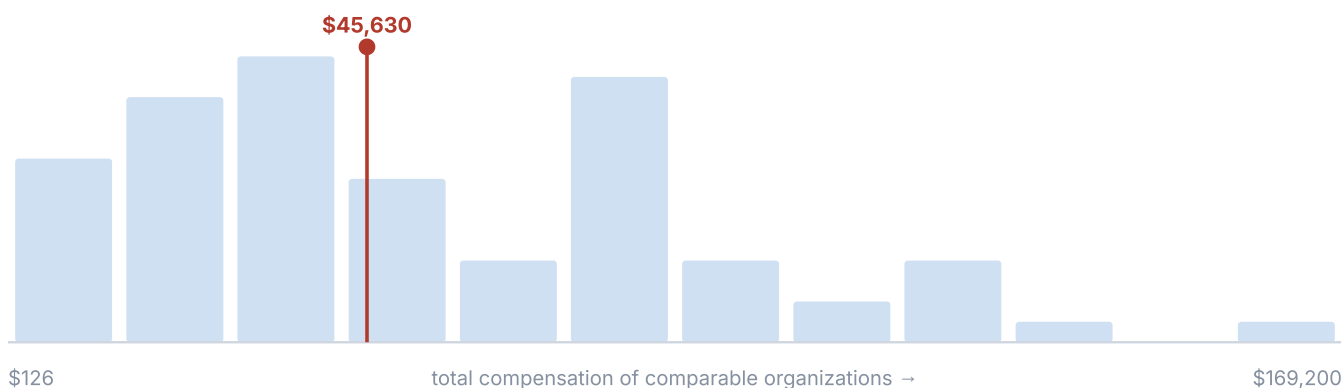
within the typical range

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P20).
- BUDGET** Total revenue between \$124,938 and \$279,714 — 0.67x to 1.50x the subject's \$186,476 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,137 10TH	\$26,566 25TH	\$44,113 MEDIAN	\$75,967 75TH	\$103,854 90TH	\$45,630 THIS ORG · 51ST
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■ **Comparable organizations**

P16
\$10,137

P25
\$26,566

P50
\$44,113

P75
\$75,967

P90
\$103,854

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 CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
El Emet Inc	CA	\$184,498	\$37,881	990
Kindred Spirits Care Farm	CA	\$183,337	\$9,713	990
African American Wellness Center For Children Families	CA	\$180,993	\$27,647	990
Beyond Fistula	CA	\$192,936	\$7,180	990
Pelican Cove Counseling Center	CA	\$194,911	\$66,082	990
Charity For Charity	CA	\$196,905	\$37,558	990
587 Ministries Inc	CA	\$175,473	\$48,566	990
Chen Teng Hsiu Compassion Foundation	CA	\$200,181	\$46,623	990
Lichen Health	CA	\$200,779	\$98,267	990
Live Oak Mental Wellness Project Inc	CA	\$205,144	\$13,956	990
The Latino Cancer Institute	CA	\$205,874	\$36,000	990
Hygieia Behavioral Health Foundation Inc	CA	\$166,700	\$116,557	990
Sustainable Silicon Valley	CA	\$166,295	\$26,063	990
Return To Zero Hope Inc	CA	\$206,705	\$57,696	990
Santa Monica Bay Area Human Relations	CA	\$166,141	\$78,525	990
Ananda Valley Farm	CA	\$207,786	\$41,980	990
Northern California Dr Martin Luther King Jr Community Foundatio	CA	\$164,851	\$93,889	990
We Are Brave Together	CA	\$208,296	\$40,795	990
Crack The Wellness Code	CA	\$208,999	\$60,000	990
Nextstep Ministries	CA	\$163,347	\$26,734	990
Flourish Ministries Inc	CA	\$160,448	\$89,347	990
African Leadership Partners Inc	CA	\$213,728	\$32,636	990
Thomas Toy Community Center	CA	\$214,994	\$46,667	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Because Black Is Still Beautiful	CA	\$215,523	\$125,004	990
Black Everywhere	CA	\$216,079	\$23,761	990

■ 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 CA 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	72 organizations. Compensation range \$126–\$169,200; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$186,476); for reference, expenses \$144,000 and assets \$309,465.
ROLE MATCH	Lynn Carlisle, 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	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	51st
Total compensation (D + F), as reported (no adjustments)	51st
Reportable pay only (column D), adjusted	54th
All sources (D + E + F), adjusted	47th

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 (Lynn Carlisle) 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 72 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,630 is reasonable (approximately the 51st 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). 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.