

Peruna East Corporation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Christine Regis, Executive Director / CEO** (\$85,562) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Christine Regis — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B11).

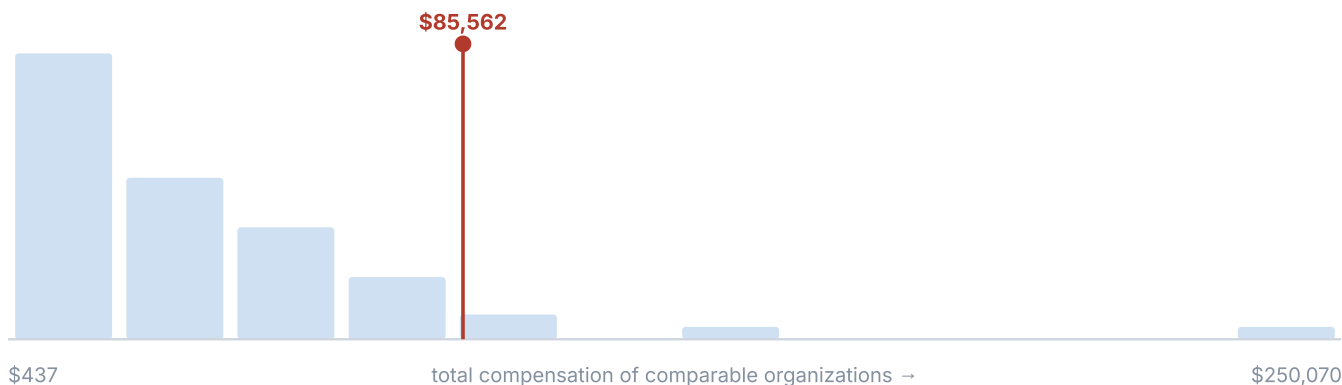
BUDGET Total revenue between \$65,492 and \$146,625 — 0.67x to 1.50x the subject's \$97,750 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography

→ **54** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$4,229	\$13,310	\$28,017	\$44,652	\$67,989	\$85,562
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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 TX 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
Iowa School For The Deaf Foundation	IA	\$98,158	President	\$28,502	\$31,198	2024
Strong Communities Realty Corporation	FL	\$96,654	President	\$36,104	\$34,907	2023
Richland School District Two Education	SC	\$96,169	Executive Director	\$12,000	\$12,884	2023
Foundation For Compton Community College	CA	\$93,837	Member	\$97,654	\$84,298	2024
Clinton Public Schools Scholarship Enrichment Foundation Inc	MA	\$93,835	Treasurer (Ret)	\$900	\$833	2023
Michael J Connell Memorial Fund	CA	\$102,022	Co-trustee	\$49,000	\$42,298	2024
Swocc Qalich	OR	\$92,701	President	\$51,185	\$47,518	2024
National Association Of College	OH	\$103,998	Senior Director Of Finance & Administration	\$18,379	\$19,460	2024
Greeneville City Schools Foundation	TN	\$90,963	Executive Di	\$34,500	\$36,253	2024
The Bearcat Touchdown Club Inc	GA	\$90,878	Secretary	\$5,000	\$5,026	2024
The Sumner G Rand Jr Foundation	FL	\$106,782	President	\$87,076	\$79,667	2025
Nsbr Facilities Inc	LA	\$88,000	President	\$28,073	\$30,903	2024
Ghes Building Company	MN	\$107,956	Board Chair	\$5,654	\$5,750	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oelc At Kennedy Qalich	NE	\$108,000	Educare Of Omaha Executive Director	\$15,345	\$16,499	2024
Timothy Christian Schools Foundation	IL	\$108,087	Secretary	\$39,775	\$40,246	2023
Fcps Foundation	CA	\$86,796	Chair	\$30,990	\$27,541	2023
Pima County Library Foundation	AZ	\$108,956	Executive Director	\$65,291	\$64,627	2023
Simi Valley Education Foundation	CA	\$111,186	Executive Direc	\$33,075	\$28,551	2024
Patterson Park Public Charter	MD	\$111,386	Executive Director	\$7,600	\$7,312	2023
Ncssm Student & Constituent Support	NC	\$111,609	Executive Director	\$56,657	\$58,523	2024
The Springfield Greene County Public	MO	\$79,699	Develop. Dir	\$2,102	\$2,226	2024
Liberty University Foundation	VA	\$118,139	Director/president	\$17,026	\$16,920	2023
Wilmington Library Foundation li Inc	DE	\$76,295	Executive Director	\$8,569	\$8,635	2023
Glen Ellyn Library Foundation	IL	\$75,278	Development Dir	\$29,861	\$29,348	2024
Schuylkill Valley Athletic Boosters Inc	PA	\$75,214	Treasurer	\$599	\$597	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	54 organizations. Compensation range \$437–\$250,070; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$97,750); for reference, expenses \$236,747 and assets \$8,643,882. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Christine Regis, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	94 th
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	96 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 (Christine Regis) 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 54 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$85,562 is reasonable (approximately the 94th 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.