

# Supporting The Taylor House Inc

Executive Director / CEO

EIN 460748514

CA · NTEE P80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Peat, Executive Director / CEO** (\$69,046) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

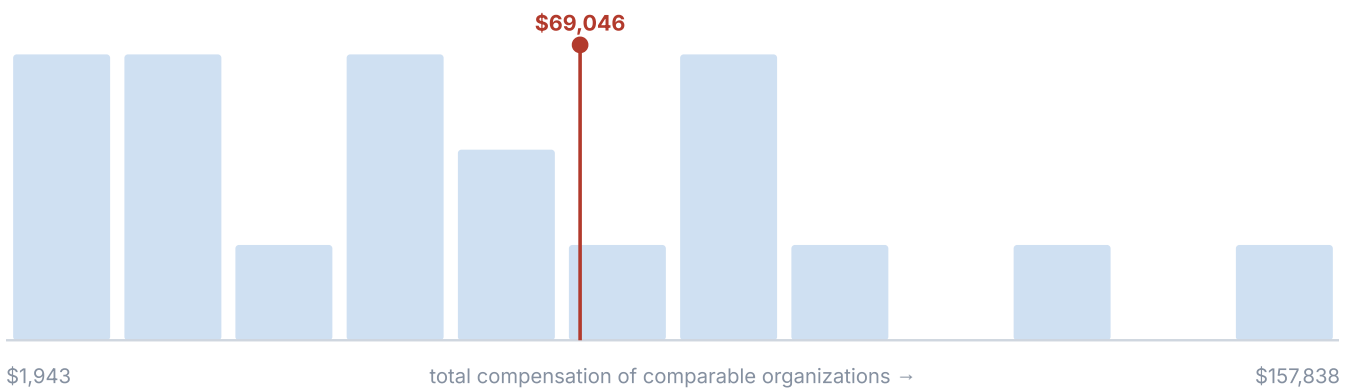
Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P80).
- BUDGET** Total revenue between \$239,496 and \$536,187 — 0.67x to 1.50x the subject's \$357,458 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P80) + CA + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|                 |                 |                 |                 |                  |                 |
|-----------------|-----------------|-----------------|-----------------|------------------|-----------------|
| <b>\$12,415</b> | <b>\$21,471</b> | <b>\$50,175</b> | <b>\$84,295</b> | <b>\$106,338</b> | <b>\$69,046</b> |
| 10TH            | 25TH            | MEDIAN          | 75TH            | 90TH             | THIS ORG · 63RD |



## ■ Comparable organizations

P50
P75
P90

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\$12,415
\$21,471
\$50,175
\$84,295
\$106,338

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 |
|--|-------|---------------|------------------|--------|
| Wounded Heroes Fund Kern County          | CA    | \$371,752     | <b>\$62,834</b>  | 990    |
| Amor Wellness Center Inc                 | CA    | \$389,449     | <b>\$18,530</b>  | 990    |
| Mujeres Extraordinaries Inc              | CA    | \$320,180     | <b>\$48,125</b>  | 990    |
| Maryam Parman Foundation                 | CA    | \$399,680     | <b>\$44,936</b>  | 990    |
| Abled                                    | CA    | \$308,176     | <b>\$8,742</b>   | 990    |
| Central Valley Community Resources Inc   | CA    | \$413,385     | <b>\$17,500</b>  | 990    |
| Freedom Dogs                             | CA    | \$414,500     | <b>\$126,706</b> | 990    |
| Friends Of Transitions Guatemala         | CA    | \$428,236     | <b>\$1,943</b>   | 990    |
| Ladies In Power                          | CA    | \$267,435     | <b>\$13,333</b>  | 990    |
| Women's Initiatives That Strengthen And  | CA    | \$261,621     | <b>\$34,967</b>  | 990    |
| Lynne Cohen Foundation                   | CA    | \$260,469     | <b>\$85,000</b>  | 990    |
| Bridging Relationships In Diverse Groups | CA    | \$260,330     | <b>\$24,411</b>  | 990    |
| Bay Area Womens And Childrens Center     | CA    | \$456,204     | <b>\$157,838</b> | 990    |
| Single Mothers Outreach Inc              | CA    | \$463,057     | <b>\$91,564</b>  | 990    |
| Southeast Community Development          | CA    | \$466,328     | <b>\$83,589</b>  | 990    |
| The Erika Whitmore Godwin Foundation     | CA    | \$243,885     | <b>\$101,246</b> | 990    |
| Southside Senior Services Inc            | CA    | \$242,246     | <b>\$50,175</b>  | 990    |
| Jewish Los Angeles Special Needs         | CA    | \$490,602     | <b>\$76,150</b>  | 990    |
| Hitching Post Ministries                 | CA    | \$515,120     | <b>\$60,144</b>  | 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](https://peerbasis.org/methodology).

### ● Sample, role match & sensitivity

|                 |  |
|-----------------|--|
| PEER COUNT      | 19 organizations. Compensation range \$1,943–\$157,838; filing years 2023–2025.  |
| SIZE BASIS      | Matched on total revenue (\$357,458); for reference, expenses \$329,283 and assets \$601,530.  |
| ROLE MATCH      | Lisa Peat, reported title "PAST EXEC DIR", benchmarked as Executive Director / CEO. The title maps directly to this role.            |
| RELATED-ORG PAY | 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |

Sensitivity — the subject's percentile under alternative compensation definitions:

| BASIS   | SUBJECT PERCENTILE |
|---|--------------------|
| Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default | 63 <sup>rd</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 63 <sup>rd</sup>   |
| Reportable pay only (column D), adjusted  | 63 <sup>rd</sup>   |
| All sources (D + E + F), adjusted   | 58 <sup>th</sup>   |

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 (Lisa Peat) 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 19 similarly situated organizations (Same NTEE sector (P80) + CA + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$69,046 is reasonable (approximately the 63<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.