

The Douglas And Frances Lanier Foundation Inc

Executive Director / CEO

EIN 460782584
 MS · NTEE B82
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Blair E Seegers, Executive Director / CEO** (\$15,750) against **every comparable organization** that fit the selection criteria — **204** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

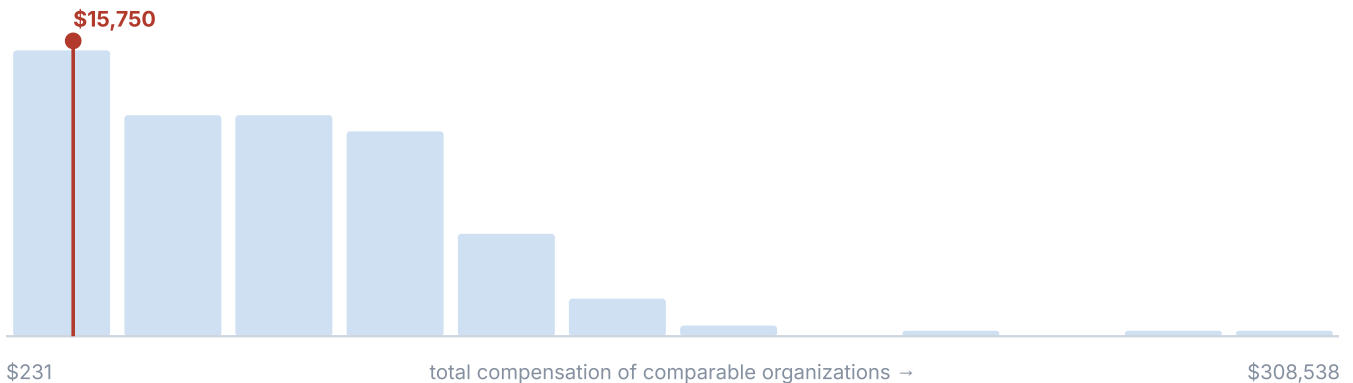
Benchmarked executive: Blair E Seegers — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$325,934 and \$729,703 — 0.67x to 1.50x the subject's \$486,469 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

204 organizations qualified on sector, size, and geography → **204** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,297 10TH	\$24,981 25TH	\$54,508 MEDIAN	\$86,298 75TH	\$116,113 90TH	\$15,750 THIS ORG · 16TH
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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 MS 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
222 Foundation	IL	\$488,843	Executive Director	\$110,250	\$100,193	2023
Hyde Park Institute	IL	\$483,854	Trustee/dire	\$148,332	\$130,934	2024
Imagine Scholar Inc	WA	\$482,994	Executive Dir.	\$97,402	\$78,298	2024
Natural Refrigeration Foundation	VA	\$482,152	liar President	\$365,313	\$308,538	2025
Ohio Restaurant Association Education	OH	\$480,705	Executive Director	\$94,328	\$92,354	2023
Kiwanis Club Of Bradenton Foundation	FL	\$492,276	Executive Director	\$19,454	\$16,409	2024
Black In Ai	CA	\$480,536	Ceo	\$197,918	\$153,448	2024
Center For Advancing Community	RI	\$492,491	Executive Director	\$134,616	\$115,897	2024
Bright Choice Foundation	TX	\$492,742	Ceo	\$62,083	\$57,407	2023
South Central Section Pga Foundation	OK	\$479,970	Executive Director	\$25,405	\$25,117	2024
Great Sso Inc	GA	\$479,813	President	\$35,500	\$32,996	2023
National Hook-up Of Black Women/joliet Chapter	IL	\$494,813	President	\$48,327	\$42,659	2024
Hispanic Heritage Scholarship Fund Inc	FL	\$476,823	Executive Director	\$95,000	\$80,130	2024
Warren Alvarado Oslo Public School Education Foundation	MN	\$475,891	Chairman	\$1,200	\$1,096	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Adirondack Scholar Found Inc	NY	\$475,721	Executive Di	\$19,375	\$15,720	2024
Educational Foundation Of The Southeast Texas	TX	\$474,724	Executive Director	\$137,774	\$127,396	2023
Loretta K Vogt Charitable Trust	WI	\$498,412	Trustee	\$38,022	\$35,653	2024
Northern California Laborers	CA	\$498,744	President	\$149,680	\$116,049	2024
Usa Patriots Veteran Athletics	FL	\$473,066	Executive Director	\$125,000	\$105,435	2024
Isabella Grimes Educational Fund	IL	\$499,972	Trustee	\$1,500	\$1,324	2024
Secu Md Foundation Inc	MD	\$471,662	Executive Director	\$98,996	\$83,100	2024
Gccs Educational Foundation	IN	\$470,769	Executive Director	\$83,612	\$77,128	2025
Center For Inspired Teaching	DC	\$503,338	President And Founder	\$128,750	\$101,443	2024
National Association Of Landscape	VA	\$505,030	Ceo	\$22,924	\$19,874	2024
Nevada Broadcasters Foundation	NV	\$465,663	Executive Di	\$22,815	\$20,534	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 **204** organizations. Compensation range \$231–\$308,538; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$486,469); for reference, expenses \$195,729 and assets \$1,634,931. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Blair E Seegers, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	47 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	16 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	9 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 (Blair E Seegers) 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 204 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,750 is reasonable (approximately the 16th 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.