

Generations For Peace Inc

Executive Director / CEO

EIN 461577158

TN · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lindsay McClain Opiyo, Executive Director / CEO** (\$156,371) against **every comparable organization** that fit the selection criteria — **217** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

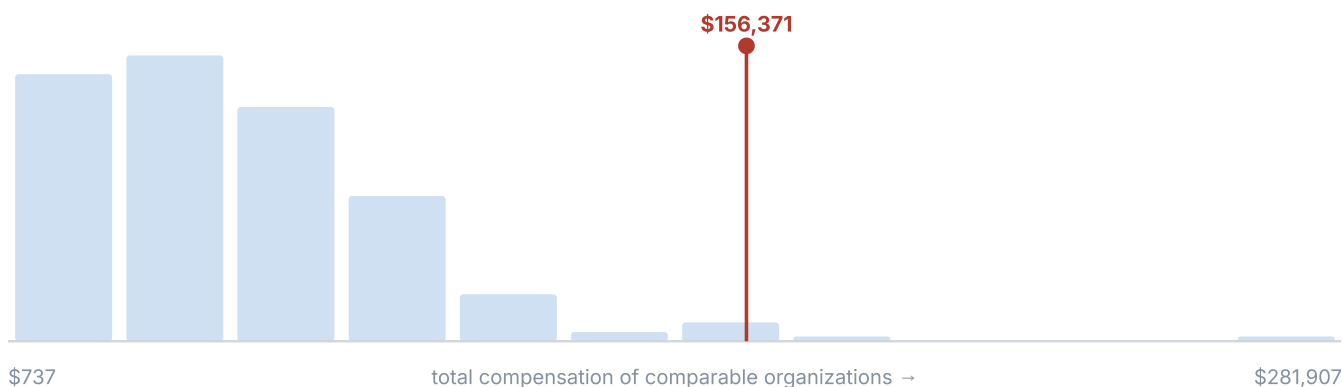
Benchmarked executive: Lindsay McClain Opiyo — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$200,458 and \$448,788 — 0.67x to 1.50x the subject's \$299,192 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

217 organizations qualified on sector, size, and geography → **217** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,268	\$23,567	\$43,364	\$68,096	\$90,674	\$156,371
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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 TN 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
Toy Box Connection Nfp	IL	\$299,057	President & Exec. Director	\$147,000	\$133,944	2025
Studentsfirst New York Institute Inc	NY	\$300,000	Executive Director	\$43,000	\$36,966	2024
Supporters Of Civil Society Inc	MO	\$300,893	Treasurer	\$17,003	\$17,133	2024
Peace For The Persecuted	CA	\$296,669	President	\$3,000	\$2,538	2023
Thatcher Family Fund	OH	\$302,002	Treasurer	\$42,109	\$43,684	2023
Giltner Public Schools Foundation	NE	\$302,628	Executive Di	\$35,864	\$36,697	2024
American Friends Of Keshar Inc	NY	\$295,027	President	\$86,400	\$74,275	2024
Global Vision 2020 Inc	MD	\$303,906	Exec Director	\$120,000	\$106,731	2024
Education Nexus Oregon	OR	\$305,394	Executive Director Thru Mar2024	\$45,000	\$39,756	2024
Kidney Cancer Research Alliance Inc	VA	\$306,058	President	\$150,000	\$141,856	2023
The Blessing Center Inc	CA	\$306,191	President	\$36,000	\$29,574	2024
Edward & Willa Kelly Community	NE	\$306,526	Executive Dir.	\$84,056	\$86,009	2024
Spring Arbor University Foundation	MI	\$291,790	President	\$24,951	\$24,501	2024
Laurel Lake Retirement Community	OH	\$291,573	President	\$27,202	\$28,219	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tibetan Charities Inc	NY	\$307,027	President	\$90,655	\$80,235	2023
Kerengende Foundation Nfp	IL	\$291,220	Executive Dir.	\$53,750	\$50,272	2024
The Community Kitchen Inc	IN	\$308,104	Kitchen Operations Director - Starting July 8, 202	\$16,640	\$16,694	2024
Johnson City - Jonesborough- Washington	TN	\$308,345	President	\$34,332	\$34,332	2024
Woods Affiliation Corp	PA	\$309,407	Treasurer	\$30,458	\$29,750	2023
New Jersey State Federation Of Womens Clubs	NJ	\$310,251	Care Vp	\$14,984	\$12,400	2025
Living Resources Foundation Inc	NY	\$311,021	Ceo	\$26,209	\$22,531	2024
Alpha Illinois Leadership Foundation	IL	\$287,352	President	\$80,500	\$75,291	2024
Family Promise Of Kandiyohi County	MN	\$287,343	Executive Director	\$56,194	\$52,825	2024
Samaritan Ministries Inc	MD	\$312,260	Executive Director	\$54,736	\$50,122	2023
Social Venture Partners Boston Inc	MA	\$285,219	Chief Executive Officer	\$28,050	\$23,980	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	217 organizations. Compensation range \$737–\$281,907; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$299,192); for reference, expenses \$344,313 and assets \$14,893.
ROLE MATCH	Lindsay McClain Opiyo, reported title "Executive Dir.," benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	99 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	82 nd

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 (Lindsay McClain Opiyo) 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 217 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$156,371 is reasonable (approximately the 99th 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.