

# Lives Without Limits Inc

Executive Director / CEO

EIN 461898441  
 GA · NTEE B80  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Billie Jo Beverly, Executive Director / CEO** (\$23,740) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

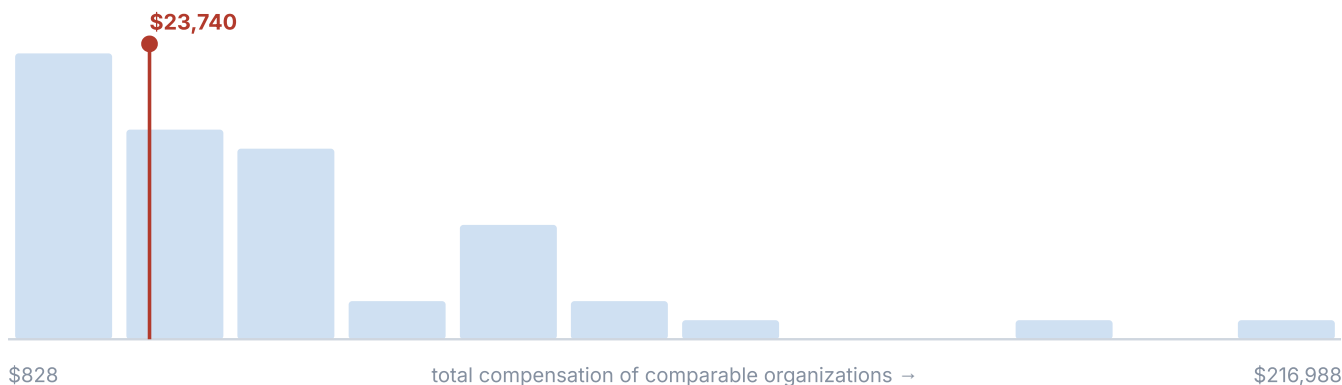
**Benchmarked executive:** Billie Jo Beverly — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B80).
BUDGET	Total revenue between \$117,991 and \$264,159 — 0.67x to 1.50x the subject's \$176,106 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B80), nationwide + budget 0.67–1.5x revenue.

**49** organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,175	\$17,127	\$35,933	\$57,892	\$85,196	\$23,740
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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 GA 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
<a href="#">The Fashion Foundation Inc</a>	NY	\$175,871	President	\$27,500	<b>\$24,714</b>	2024
<a href="#">Kos Inc</a>	GA	\$176,917	President	\$21,850	<b>\$22,495</b>	2023
<a href="#">Literacy Advocates Usa Inc</a>	FL	\$177,050	President	\$40,000	<b>\$37,372</b>	2024
<a href="#">Virginia Law Review Association</a>	VA	\$177,170	Secretary	\$18,369	<b>\$17,639</b>	2024
<a href="#">Education With Purpose Foundation For Pacific Islanders</a>	WA	\$171,228	Executive Director	\$81,504	<b>\$74,716</b>	2023
<a href="#">Believe It Achieve It</a>	CA	\$166,000	Executive Director	\$50,000	<b>\$44,208</b>	2023
<a href="#">Pearls Academy Incorporated</a>	PA	\$187,639	Executive Director	\$53,112	<b>\$52,676</b>	2024
<a href="#">Northwest Suburban Conference</a>	MN	\$159,661	Executive Secretary	\$25,000	<b>\$23,935</b>	2025
<a href="#">Freedom Village Of Hope</a>	TN	\$193,592	Consulting Assistant Executive Director	\$32,500	<b>\$33,976</b>	2024
<a href="#">Way Coffee Co</a>	MI	\$157,749	Executive Di	\$28,221	<b>\$28,224</b>	2025
<a href="#">Streams In The Wasteland Christian</a>	UT	\$157,356	Director	\$75,000	<b>\$78,597</b>	2023
<a href="#">The Partnership Inc</a>	DE	\$155,522	President	\$4,850	<b>\$4,723</b>	2024
<a href="#">Scholar Career Coaching Inc</a>	FL	\$144,351	Executive Director	\$46,720	<b>\$44,940</b>	2023
<a href="#">B Relyt Organization Inc</a>	CA	\$210,023	Ceo	\$27,794	<b>\$23,869</b>	2024
<a href="#">Wise Choices For Girls</a>	CA	\$212,769	Executive Director	\$47,500	<b>\$40,793</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Library Of Michigan Foundation</a>	MI	\$212,885	Executive Director/chief Development	\$99,591	<b>\$102,234</b>	2024
<a href="#">The Graduate Student Government</a>	ME	\$138,557	President	\$3,301	<b>\$3,203</b>	2025
<a href="#">Educational Access Group</a>	CO	\$215,225	Director And President	\$79,875	<b>\$74,209</b>	2025
<a href="#">Rural Youth Institute</a>	ME	\$215,437	President And Director	\$45,331	<b>\$45,144</b>	2024
<a href="#">Stanford University Bookstore</a>	CA	\$135,857	President	\$245,418	<b>\$216,988</b>	2023
<a href="#">Friends Of The Hamilton Schools</a>	MT	\$133,739	Director	\$750	<b>\$828</b>	2023
<a href="#">Asian Student Achievement</a>	IL	\$221,401	President/ceo	\$29,792	<b>\$29,129</b>	2024
<a href="#">Jump Math Inc</a>	IA	\$130,545	Ceo	\$159,367	<b>\$173,545</b>	2024
<a href="#">Always Knocking Inc</a>	CA	\$222,825	Executive Director	\$27,062	<b>\$23,927</b>	2023
<a href="#">When Girls Get Together Inc</a>	IL	\$223,665	Ex Dir	\$45,061	<b>\$45,360</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 49 organizations. Compensation range \$828–\$216,988; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$176,106); for reference, expenses \$128,972 and assets \$297,585.

ROLE MATCH	Billie Jo Beverly, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	41 <sup>st</sup>
All sources (D + E + F), adjusted	29 <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 (Billie Jo Beverly) 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 49 similarly situated organizations (Same NTEE sector (B80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,740 is reasonable (approximately the 35<sup>th</sup> 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.