

Lions Foundation Of Victoria

Executive Director / CEO

EIN 465460731
 MN · NTEE W99
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Lindsay Schullo, Executive Director / CEO** (\$16,000) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

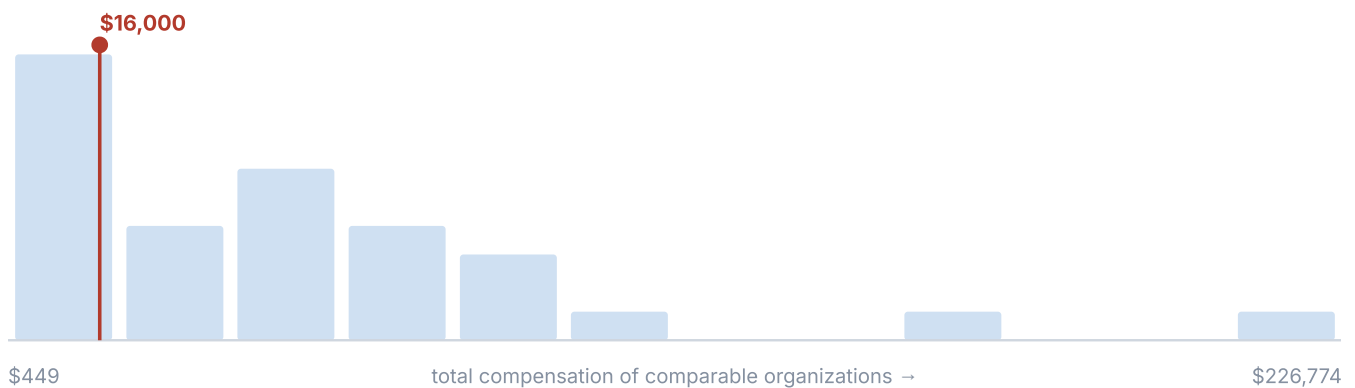
Benchmarked executive: Lindsay Schullo — reported title “Gambling Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

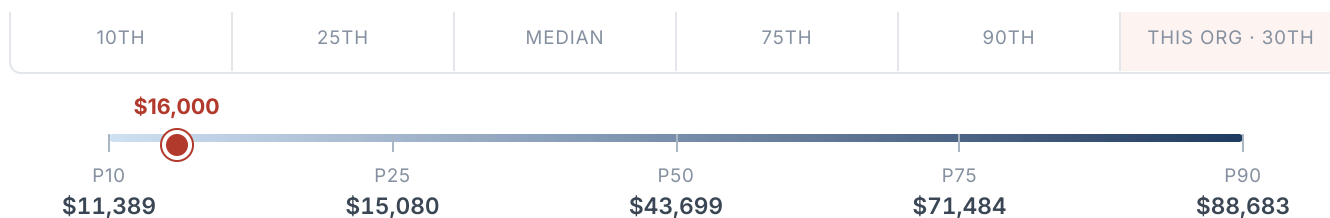
- SECTOR** Organizations sharing the subject's NTEE classification (W99).
- BUDGET** Total revenue between \$97,468 and \$218,214 — 0.67x to 1.50x the subject's \$145,476 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,389	\$15,080	\$43,699	\$71,484	\$88,683	\$16,000
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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 MN 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
Blessing The Children International	MI	\$145,936	President	\$48,000	\$50,140	2024
Reil	PA	\$151,011	Executive Director	\$49,253	\$49,708	2024
Aliquippa Economic Development Corporation	PA	\$137,369	Executive Director	\$78,000	\$81,045	2023
Relink (Db a Relinkorg)	OH	\$156,040	Director Of Finance & Hr	\$14,208	\$15,680	2023
Fraternal Order Of Eagles	WA	\$161,403	Lead Maintenance	\$20,806	\$18,852	2024
Victims Of Milwaukee Violence Burial Fund Inc	WI	\$161,810	Executive Director	\$11,400	\$12,049	2024
Wyoming Family Alliance	WY	\$165,943	Ceo/executive Director	\$34,489	\$37,376	2024
Heart Mind Foundation	NC	\$114,709	President	\$429	\$449	2024
Barrios Unidos	NM	\$179,237	President And Executive Director	\$39,670	\$44,456	2023
Grandmother Collective Inc	MA	\$181,647	Executive Director	\$80,557	\$73,261	2024
Through The Trees	NC	\$183,310	Executive Di	\$27,388	\$28,640	2024
Create Appalachia	TN	\$100,327	Executive Director	\$51,000	\$52,854	2025
21st Century Alliance	CA	\$191,034	Executive Director	\$252,054	\$226,774	2023
Waucoma Community Development Group	IA	\$99,340	Secretary/tr	\$10,000	\$11,408	2023
Onecommunity	OH	\$98,183	Ceo	\$13,574	\$14,550	2024
Main Line Cycle Center	MN	\$194,224	Executive Director	\$35,984	\$37,047	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lyon County Historical Society	MN	\$197,720	Executive Di	\$41,709	\$42,941	2023
Civic Momentum	MN	\$200,628	Director, Ceo, And Coo	\$70,000	\$72,068	2023
Allied Communities Of Tulsa Inspiring	OK	\$201,803	Senior Organizer	\$71,500	\$82,032	2023
Great Bend Center For Music	WA	\$202,114	Director	\$56,250	\$52,472	2023
Pasos For Oak Cliff	TX	\$204,656	Executive Director	\$1,044	\$1,088	2023
Mashup Nashville	TN	\$205,448	Chief Executive Officer	\$18,960	\$20,765	2023
The Steel Horse Rally Inc	AR	\$205,571	President	\$145,333	\$165,327	2024
New Americans Initiative	KY	\$207,754	Director Of Operations	\$99,680	\$108,381	2024
The South County News	MI	\$207,769	President	\$14,245	\$14,880	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	30 organizations. Compensation range \$449–\$226,774; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$145,476); for reference, expenses \$144,017 and assets \$83,152.
ROLE MATCH	Lindsay Schullo, reported title <i>"Gambling Manager"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	30 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	27 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 (Lindsay Schullo) 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 30 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,000 is reasonable (approximately the 30th 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.