

# Lincoln Independent Business Association

Executive Director / CEO

EIN 470633720  
 NE · NTEE O99Z  
 FY ending 2024-02-29  
**June 9, 2026**

This analysis benchmarks the total compensation of **Bud Synhorst, Executive Director / CEO** (\$150,678) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

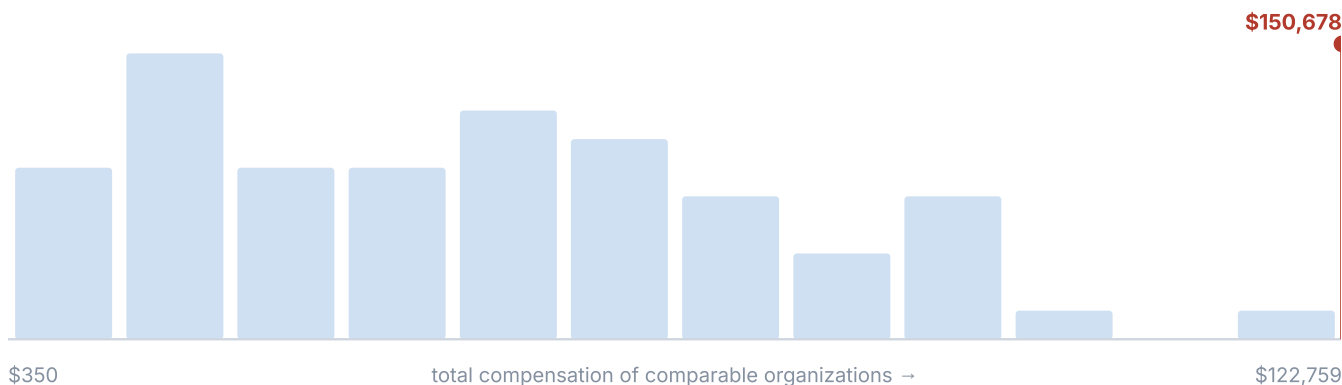
**Benchmarked executive:** Bud Synhorst — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

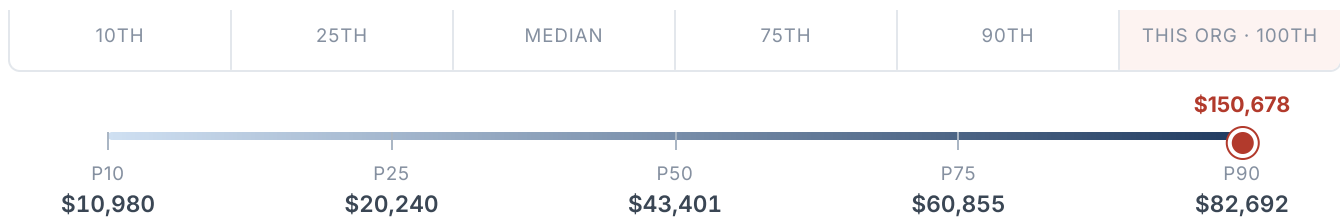
SECTOR	Organizations sharing the subject's NTEE classification (O99Z).
BUDGET	Total revenue between \$176,360 and \$394,836 — 0.67x to 1.50x the subject's \$263,224 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O99), nationwide + budget 0.67–1.5x revenue.

**58** organizations qualified on sector, size, and geography → **58** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,980	\$20,240	\$43,401	\$60,855	\$82,692	<b>\$150,678</b>
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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 NE 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="#">Nashville Debate League Inc</a>	TN	\$263,898	Executive Director	\$74,001	<b>\$70,457</b>	2025
<a href="#">Salida Circus Outreach Foundation</a>	CO	\$265,704	Executive Director	\$45,691	<b>\$40,734</b>	2024
<a href="#">Reintegration Support Network Inc</a>	NC	\$268,687	Executive Director	\$58,407	<b>\$54,664</b>	2025
<a href="#">Mentoring Mentors Inc</a>	MD	\$269,718	Founder & Ceo	\$35,992	<b>\$31,285</b>	2024
<a href="#">Silver Stallion Bicycle And Coffee</a>	NM	\$270,499	President	\$25,858	<b>\$25,858</b>	2024
<a href="#">Native American Youth Ministries</a>	AZ	\$273,180	Ceo	\$19,747	<b>\$18,178</b>	2023
<a href="#">Mentoring Youth Through Technology</a>	IL	\$273,447	Executive Dir.	\$29,000	<b>\$26,508</b>	2024
<a href="#">Day Dreams Foundation</a>	MO	\$243,310	Executive Di	\$20,492	<b>\$20,179</b>	2024
<a href="#">Girls On The Run 334</a>	NJ	\$283,331	Council Director	\$57,145	<b>\$47,437</b>	2024
<a href="#">Childrens Justice And Advocacy Center</a>	IN	\$284,683	Executive Director	\$42,124	<b>\$42,521</b>	2023
<a href="#">South Carolina Early Childhood</a>	SC	\$240,454	Executive Director	\$45,651	<b>\$44,280</b>	2024
<a href="#">Dream Company</a>	HI	\$286,991	President/secretary/direct	\$19,530	<b>\$16,737</b>	2023
<a href="#">The Sweet Julia Grace Foundation</a>	VA	\$236,179	Ceo	\$55,569	<b>\$49,885</b>	2024
<a href="#">Child And Family Resource Foundation</a>	SC	\$230,904	Ceo	\$35,170	<b>\$34,113</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Room Redux</a>	TX	\$301,149	Ceo	\$48,000	<b>\$45,961</b>	2023
<a href="#">Wesley Foundation At The University Of Washington</a>	WA	\$223,768	Executive Director	\$99,011	<b>\$82,418</b>	2024
<a href="#">Valley Youth Network</a>	PA	\$222,234	Executive Director	\$94,401	<b>\$87,527</b>	2024
<a href="#">Mentor For Change</a>	CA	\$221,819	Executive Di	\$25,523	<b>\$21,096</b>	2023
<a href="#">Healthy Families Partnership Inc</a>	VA	\$219,326	Board Treasu	\$400	<b>\$350</b>	2025
<a href="#">Victory Lane Camp Inc</a>	IN	\$217,717	Ceo	\$84,989	<b>\$83,330</b>	2024
<a href="#">Youth For A Better Future</a>	IL	\$312,309	Executive Director	\$64,000	<b>\$58,499</b>	2024
<a href="#">Students Without Limits</a>	CA	\$213,818	President/ceo	\$123,249	<b>\$98,949</b>	2024
<a href="#">Purpose Foundation For Youth</a>	IL	\$213,157	President	\$10,500	<b>\$9,598</b>	2024
<a href="#">Grand Forks Fastbreak Club</a>	ND	\$210,877	Director	\$4,200	<b>\$4,285</b>	2024
<a href="#">Free To Be</a>	CA	\$318,324	Executive Dir.	\$80,000	<b>\$62,572</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 **58** organizations. Compensation range \$350–\$122,759; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$263,224); for reference, expenses \$392,046 and assets \$131,040. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Bud Synhorst, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	1 peer 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	98 <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 (Bud Synhorst) 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 58 similarly situated organizations (Same NTEE sector (O99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$150,678 is reasonable (approximately the 100<sup>th</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). 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.