

L'arche North Carolina

Executive Director / CEO

EIN 474421582

NC · NTEE F33

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Laura Lorino, Executive Director / CEO** (\$70,179) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

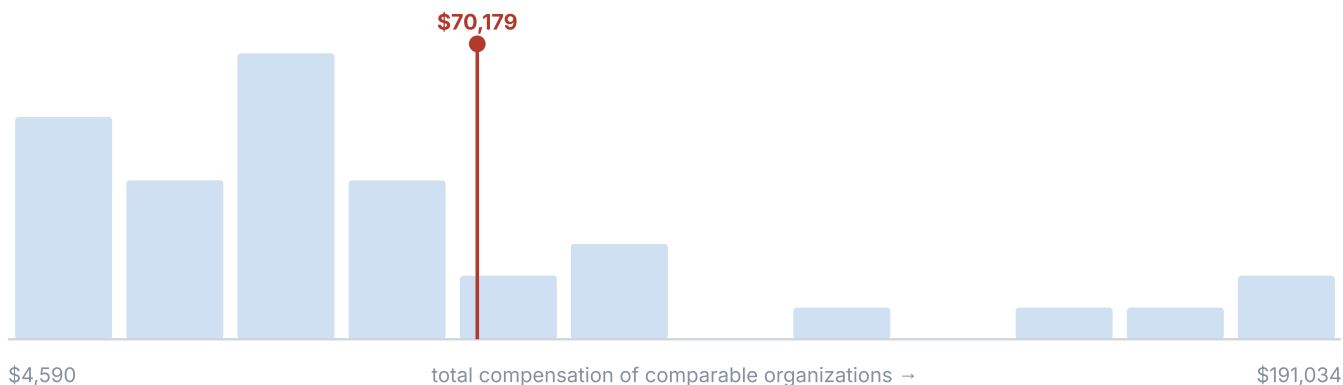
Benchmarked executive: Laura Lorino — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F33).
BUDGET	Total revenue between \$224,841 and \$503,377 — 0.67x to 1.50x the subject's \$335,585 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F33), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,885	\$22,518	\$43,962	\$73,838	\$132,159	\$70,179
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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 NC 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 Peace Of Mind Inc	PA	\$324,326	Executive Director	\$43,805	\$42,277	2024
Bhr Housing Properties	WA	\$353,568	Bhr Ceo	\$25,251	\$22,526	2023
Pathway Recovery Inc	VA	\$353,900	President And Chief Executive Officer	\$19,962	\$19,205	2023
Bridge To Balance Inc	AZ	\$356,546	President	\$122,414	\$117,304	2023
B C Davis Inc	MI	\$311,755	President	\$36,900	\$36,861	2024
Peace River Center Properties Inc	FL	\$306,470	Secretary	\$27,335	\$24,852	2024
Midway Apartments Inc	GA	\$367,120	Executive Dir.	\$19,500	\$18,976	2024
People Who Care Children's Association	CA	\$368,834	Non-voting Member	\$67,390	\$56,318	2024
Search For Change Community	NY	\$296,526	Ceo	\$25,719	\$22,492	2024
Iris Transitional Living	GA	\$295,086	Cfo	\$36,400	\$35,421	2024
Heaven Sent Group Home Inc	NC	\$291,703	Executive Di	\$74,700	\$76,906	2023
Reunification Transitional Housing Corporation	CA	\$381,894	Ceo	\$72,048	\$61,989	2023
Kommunity Kares Inc	NJ	\$288,648	President	\$221,080	\$191,034	2024
Assisi House	MO	\$286,108	Executive Director	\$68,997	\$72,815	2023
Foundations A Place For Education And Recovery Inc	OH	\$402,190	Executive Director	\$61,000	\$64,375	2023
Bell Housing Inc	PA	\$268,461	Executive Director	\$20,040	\$19,341	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Flynn Fellowship Home Of Gastonia Inc	NC	\$268,263	Ex. Director	\$49,536	\$49,536	2024
Feather River Mens Center	CA	\$403,995	Asst Director	\$51,227	\$44,075	2023
House Of Hope	IA	\$405,819	Executive Director	\$56,667	\$60,049	2024
Progress House	IN	\$254,750	President/ceo & Board Chair	\$89,097	\$93,619	2023
Delancey Street North Carolina	NC	\$248,158	President/ceo	\$155,986	\$160,593	2023
Blue River Housing Corp	MI	\$426,094	President	\$6,000	\$6,170	2023
Oasis Clubhouse Inc	OK	\$234,012	Executive Director	\$45,096	\$46,820	2025
Oasis Housing Inc	UT	\$233,936	Admin Assistant	\$4,501	\$4,590	2023
Montreux Management Corporation	PA	\$230,000	President	\$43,401	\$41,888	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 36 organizations. Compensation range \$4,590–\$191,034; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$335,585); for reference, expenses \$473,320 and assets \$696,914. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Laura Lorino, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	11 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	72 nd
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	50 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 (Laura Lorino) 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 36 similarly situated organizations (Same NTEE sector (F33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,179 is reasonable (approximately the 72nd 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.