

Laurel Highlands

Executive Director / CEO

This analysis benchmarks the total compensation of **Michele Lamkin, Executive Director / CEO** (\$5,834) against **every comparable organization** that fit the selection criteria — **208** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Michele Lamkin — reported title “PRESIDENT/TR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

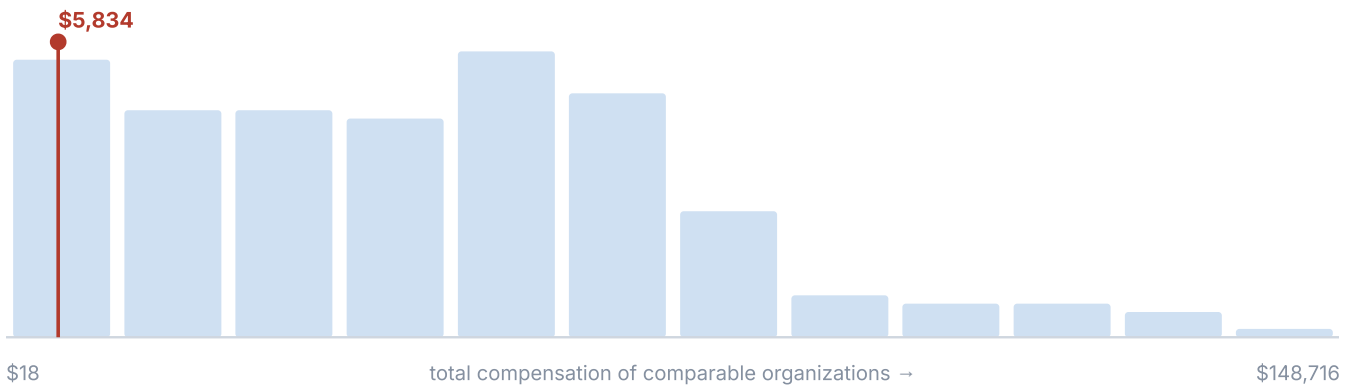
SECTOR Organizations sharing the subject's NTEE classification (O50).

BUDGET Total revenue between \$102,856 and \$230,275 — 0.67x to 1.50x the subject's \$153,517 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

208 organizations qualified on sector, size, and geography → **208** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,119

\$21,603

\$45,571

\$66,398

\$79,949

\$5,834



■ 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 PA 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
Abilities Movement Inc	NY	\$153,057	Executive Director	\$68,840	\$60,771	2025
Helix Illinois Nfp	IL	\$154,307	Executive Dir.	\$30,000	\$29,575	2024
The Academy365 Inc	NJ	\$154,739	Ceo	\$21,496	\$19,246	2024
Youth Opportunity Foundation Inc	IN	\$151,861	Ceo	\$63,581	\$67,236	2024
The Coleman A Young Ii Educational	MI	\$151,621	Donor Relations Mgr	\$13,900	\$14,812	2023
Girls On The Run Orlando Inc	FL	\$155,730	Executive Dir.	\$13,750	\$12,953	2024
Game Changers Leadership And Peer	OH	\$155,990	Executive Di	\$97,800	\$101,195	2025
Suburban Balance	MO	\$150,874	President & Ceo	\$62,000	\$65,850	2024
The Playmakers Organization Inc	CA	\$150,381	Executive Dir.	\$49,500	\$42,862	2024
Byrd House Behavioral Youth Resource Development Incorporated	GA	\$157,072	Executive Director	\$2,100	\$2,117	2024
The Play4peace Initiative	MA	\$157,947	President, C	\$45,000	\$40,550	2024
Juvenile Education & Awareness Project	NJ	\$149,054	Ceo	\$3,120	\$2,793	2024
Tilghman Area Youth Association Inc	MD	\$158,317	Executive Dir.	\$26,839	\$25,162	2024
Hip-hope Inc	IA	\$158,432	Chaplain/bookkeeper	\$1,500	\$1,647	2024
Toughest Kids Inc	GA	\$158,664	Executive Di	\$3,000	\$3,025	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Central Education Development Inc	WV	\$158,951	President/executive Director	\$90,208	\$97,943	2024
Childrens Books On Wheels	TX	\$159,781	President	\$72,800	\$75,181	2023
Wartime Fitness Warriors	VA	\$147,131	President	\$43,375	\$41,997	2024
Brimhall Family Foundation	AZ	\$147,083	President	\$12,600	\$12,151	2024
Coalition Of Care Greater Cincinnati	OH	\$146,891	Co Executive Director	\$67,500	\$71,691	2024
Inland Circle	CA	\$161,393	Chief Executive Officer	\$26,550	\$22,990	2024
Shoreline Sports Foundation	WA	\$161,614	Executive Dir.	\$58,900	\$52,880	2024
Young Women Lead Inc	KY	\$161,844	Executive Director	\$56,583	\$60,960	2024
Girls On The Run Greater Connecticut	CT	\$161,914	Executive Director	\$39,334	\$36,029	2025
Sis Circles Inc	GA	\$162,427	Key Employee	\$63,900	\$64,429	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 208 organizations. Compensation range \$18–\$148,716; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$153,517); for reference, expenses \$94,313 and assets \$79,494.

ROLE MATCH Michele Lamkin, reported title "*PRESIDENT/TR*", 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	1 peer 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	9 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	9 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 (Michele Lamkin) 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 208 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,834 is reasonable (approximately the 9th 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.