

Lynden Legacy Inc

Executive Director / CEO

EIN 474459267

UT · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Katie Blanch, Executive Director / CEO** (\$63,000) against **every comparable organization** that fit the selection criteria — **798** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

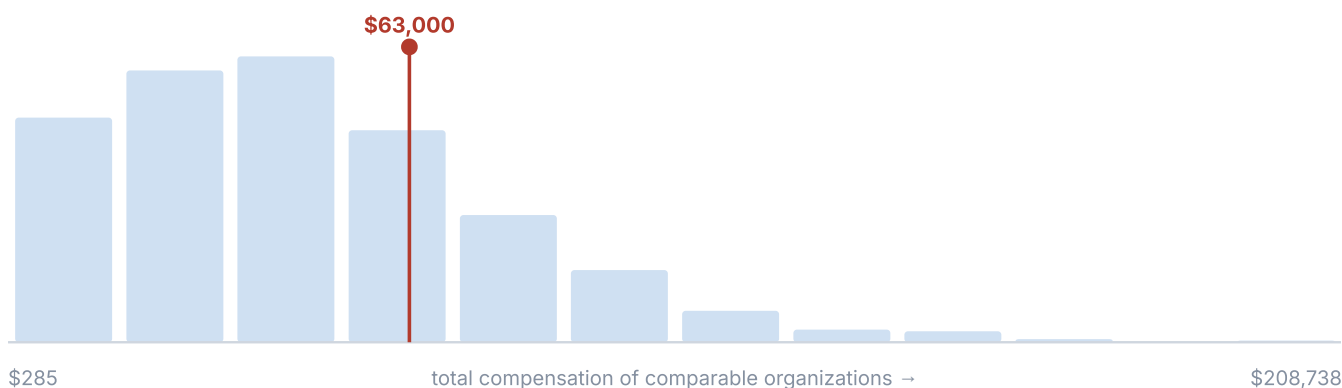
Benchmarked executive: Katie Blanch — reported title “Mgr. Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$143,780 and \$321,897 — 0.67x to 1.50x the subject's \$214,598 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

798 organizations qualified on sector, size, and geography → **798** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,549	\$24,220	\$42,791	\$64,984	\$87,927	\$63,000
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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 UT 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
Made4me	NC	\$214,691	Former Executive Director	\$33,000	\$33,316	2024
Human Resource Development Agency Inc	CT	\$214,332	Exec Director	\$52,210	\$46,597	2025
Center For Family Life Community	NY	\$214,276	Co-executive Director	\$50,028	\$45,475	2023
Wingard Home Inc	MS	\$214,968	Ceo/cfo, Crisis Pastor	\$14,400	\$16,133	2023
Thomas Toy Community Center	CA	\$214,994	Executive Dir.	\$46,667	\$40,535	2023
Family Promise Of Lycoming County Inc	PA	\$213,923	Director	\$52,000	\$50,667	2024
The Hundred Movement Inc	NC	\$215,394	Executive Dir.	\$32,415	\$32,725	2024
African Leadership Partners Inc	CA	\$213,728	President	\$33,600	\$28,348	2024
Arthur Lockhart Resource Institute	IL	\$213,680	Executive Director	\$31,500	\$31,151	2023
Because Black Is Still Beautiful	CA	\$215,523	Executive Director	\$125,004	\$108,580	2023
The Freedom Cafe	NH	\$213,567	Executive Director	\$50,525	\$45,583	2024
Greater Tallahassee Chamber Foundation	FL	\$213,537	President/ceo	\$18,150	\$16,659	2024
Adp Community Services	AK	\$215,671	Executive Di	\$13,808	\$13,279	2023
Conexiones	MN	\$215,685	Executive Di	\$46,722	\$45,108	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shower Power Inc	NY	\$213,183	Executive Director	\$85,000	\$75,046	2024
Black Everywhere	CA	\$216,079	President / Executive Director	\$24,463	\$20,639	2024
Mikkis Daycare Home Inc Nfp	IL	\$216,274	Director	\$34,560	\$33,197	2024
Mu Delta Lambda Charitable Fndn	IL	\$212,851	President	\$5,000	\$4,803	2024
Recovery Cafe Fulton County Inc	IN	\$216,353	President	\$53,927	\$55,565	2024
Ericshouse Inc	AZ	\$212,826	Chairman	\$39,300	\$36,929	2024
Reins Of Grace Therapeutic Riding Center Inc	IN	\$212,694	President	\$24,000	\$24,729	2024
Touching Africa Ministries	CO	\$216,525	President	\$7,150	\$6,896	2023
Sam Davis Memorial Association	TN	\$216,549	Executive Director	\$50,900	\$50,928	2025
Selfless Solutions Inc	PA	\$216,586	President	\$12,000	\$11,692	2024
Tabithas Place Inc	GA	\$216,702	Director	\$1,082	\$1,094	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 **798** organizations. Compensation range \$285–\$208,738; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$214,598); for reference, expenses \$204,108 and assets \$118,603.
ROLE MATCH	Katie Blanch, reported title " <i>Mgr. Director</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	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	73 rd
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	70 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 (Katie Blanch) 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 798 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,000 is reasonable (approximately the 73rd 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.