

# Tlc Charities Foundation Inc

Executive Director / CEO

EIN 562377130  
 KS · NTEE P12  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Erin Dugan, Executive Director / CEO** (\$19,831) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30<sup>th</sup>** percentile of comparable organizations within the typical range

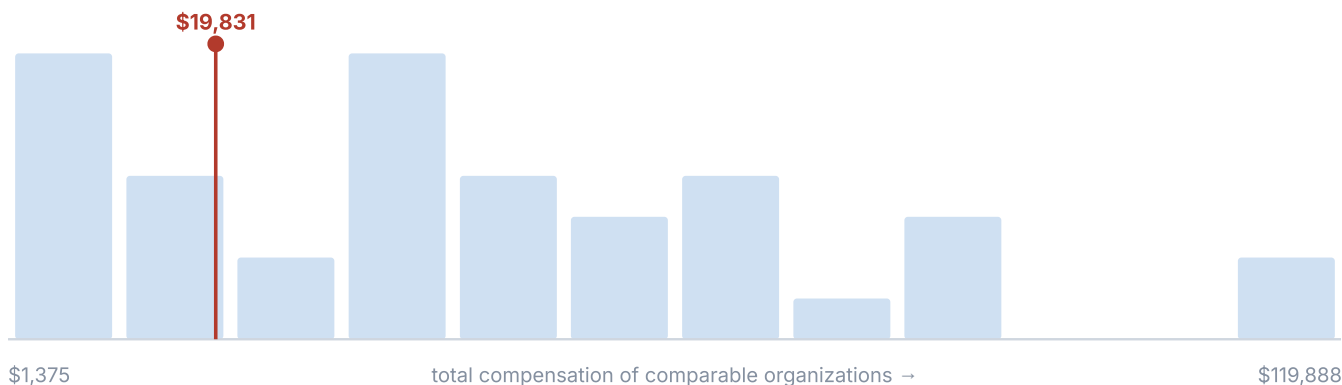
**Benchmarked executive:** Erin Dugan — reported title “TRUSTEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (P12).  |
| BUDGET    | Total revenue between \$148,074 and \$331,510 — 0.67x to 1.50x the subject's \$221,007 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.  |

**37** organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|         |          |          |          |          |                 |
|---------|----------|----------|----------|----------|-----------------|
| \$7,655 | \$16,564 | \$37,637 | \$60,807 | \$82,527 | <b>\$19,831</b> |
|---------|----------|----------|----------|----------|-----------------|



## ■ 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 KS 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="#">United Way Of Richmond County Inc</a>                 | NC    | \$216,528 | Executive Director           | \$64,624        | <b>\$61,808</b>  | 2023 |
| <a href="#">The Chris Hondros Fund</a>                            | NY    | \$214,558 | President                    | \$68,000        | <b>\$55,245</b>  | 2024 |
| <a href="#">Episcopal Communities Foundation</a>                  | AL    | \$227,771 | Executive Director           | \$13,829        | <b>\$13,432</b>  | 2024 |
| <a href="#">The Center For Family Support Foundation Inc</a>      | NY    | \$227,943 | Ceo Thru Jan. 2024           | \$41,094        | <b>\$33,386</b>  | 2024 |
| <a href="#">Childrens Global Alliance</a>                         | CO    | \$228,096 | Executive Di                 | \$12,000        | <b>\$10,346</b>  | 2024 |
| <a href="#">Our Daily Bread Christian Food Ministry Inc</a>       | NC    | \$212,753 | Director                     | \$35,000        | <b>\$37,637</b>  | 2021 |
| <a href="#">Upstate Caring Partners Holding</a>                   | NY    | \$211,594 | Executive Director           | \$18,246        | <b>\$14,824</b>  | 2024 |
| <a href="#">Durham Congregations In Action</a>                    | NC    | \$208,387 | Executive Dir.               | \$50,000        | <b>\$46,450</b>  | 2024 |
| <a href="#">Friends Of The Palapa Society Of Todos Santos Inc</a> | CA    | \$204,222 | Secretary                    | \$7,050         | <b>\$5,474</b>   | 2024 |
| <a href="#">Eagles Aerie 2171 Charity Fund Inc</a>                | OH    | \$203,294 | Secretary                    | \$6,000         | <b>\$5,882</b>   | 2023 |
| <a href="#">La La Land Foundation Inc</a>                         | NJ    | \$240,947 | Director                     | \$75,750        | <b>\$60,807</b>  | 2024 |
| <a href="#">The Angel Band Project</a>                            | MO    | \$241,104 | Executive Director           | \$64,423        | <b>\$63,160</b>  | 2023 |
| <a href="#">Digital Business Research Corp</a>                    | NY    | \$242,500 | President                    | \$143,333       | <b>\$119,888</b> | 2023 |
| <a href="#">Always Endure</a>                                     | TN    | \$243,818 | President/executive Director | \$60,000        | <b>\$56,704</b>  | 2024 |

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE              | COMP (REPORTED) | COMP (ADJUSTED) | FY   |
|---|-------|-----------|----------------------------|-----------------|-----------------|------|
| <a href="#">Gp Made Foundation Inc</a>                  | MO    | \$251,724 | Executive Director         | \$34,175        | <b>\$33,505</b> | 2023 |
| <a href="#">Olive Osmond Hearing Fund Inc</a>           | UT    | \$251,897 | Ceo                        | \$18,000        | <b>\$16,564</b> | 2024 |
| <a href="#">Lutheran Family Services Foundation Inc</a> | NE    | \$188,050 | Secretary/pres & Ceo - Lfs | \$36,060        | <b>\$34,870</b> | 2024 |
| <a href="#">Yoga Gives Back</a>                         | CA    | \$257,095 | Executive Dir.             | \$61,508        | <b>\$49,163</b> | 2023 |
| <a href="#">The Brandon Tolson Foundation Inc</a>       | MD    | \$258,987 | Executive Dir.             | \$30,000        | <b>\$25,216</b> | 2024 |
| <a href="#">Friends Of Ruwenzori Foundation</a>         | CA    | \$261,956 | Executive Di               | \$55,800        | <b>\$43,321</b> | 2024 |
| <a href="#">Mindful Communities Fund</a>                | TX    | \$263,406 | Exec Dir/pres.             | \$93,000        | <b>\$83,641</b> | 2024 |
| <a href="#">The Izzy Foundation</a>                     | RI    | \$265,754 | Executive Director         | \$83,019        | <b>\$71,571</b> | 2024 |
| <a href="#">L E A D Foundation Inc</a>                  | MI    | \$265,877 | Executive Director         | \$50,340        | <b>\$48,096</b> | 2023 |
| <a href="#">Orange County Walk To Remember</a>          | CA    | \$268,345 | Director                   | \$89,175        | <b>\$69,232</b> | 2024 |
| <a href="#">Shanti Childrens Foundation</a>             | CO    | \$173,147 | President And Treasurer    | \$33,000        | <b>\$29,290</b> | 2023 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS cost of living and 2023 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 KS 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 37 organizations. Compensation range \$1,375–\$119,888; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$221,007); for reference, expenses \$91,128 and assets \$4,182,361. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Erin Dugan, reported title "TRUSTEE", 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 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 27 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 0 <sup>th</sup>    |
| All sources (D + E + F), adjusted   | 92 <sup>nd</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 (Erin Dugan) 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 37 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,831 is reasonable (approximately the 30<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.