

The Barbara Stone Foundation

Executive Director / CEO

EIN 570933503

SC · NTEE F30I

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lara Ceisel, Executive Director / CEO** (\$81,000) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

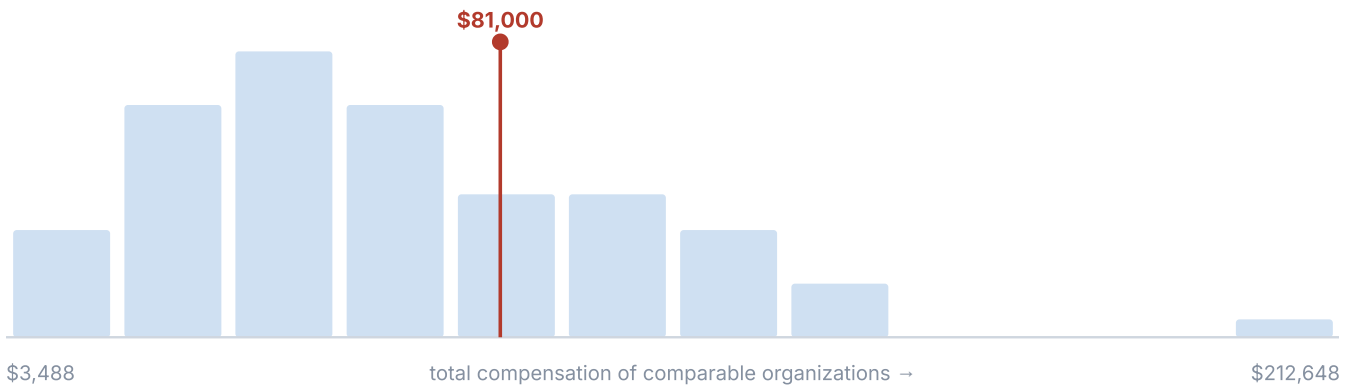
Benchmarked executive: Lara Ceisel — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F30I).
BUDGET	Total revenue between \$266,302 and \$596,199 — 0.67x to 1.50x the subject's \$397,466 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,849	\$36,040	\$62,988	\$84,832	\$118,066	\$81,000
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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 SC 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
The Equus Effect Inc	CT	\$393,223	Executive Director/board M	\$31,665	\$29,212	2024
Electric City Counseling	PA	\$403,486	President/ceo	\$101,105	\$99,203	2024
Grace Christian Counseling Center	MS	\$405,957	Executive Director	\$58,325	\$65,803	2023
Warrior Built Foundation Inc	CA	\$406,983	President	\$35,102	\$29,823	2024
911 At Ease International Inc	CA	\$387,928	Secretary	\$75,000	\$63,720	2024
Care Counselors Incorporated	CA	\$407,349	Director, President	\$94,948	\$83,051	2023
Mental Health Association Of	VA	\$382,845	Executive Di	\$109,972	\$104,475	2024
Carter Issac Enterprises Inc	IN	\$418,210	Board Member	\$61,461	\$63,771	2024
Steps With Horses	TX	\$375,071	Executive Director	\$103,067	\$101,440	2024
Rise Corp	MI	\$422,111	President	\$91,355	\$92,777	2024
Margin To Center Consulting	WA	\$423,522	Executive Dir.	\$24,423	\$21,514	2024
Partners In-kind	MO	\$371,154	Co-exe Director	\$128,779	\$134,202	2024
R & B Counseling Corp Nfp	IL	\$369,875	Chair	\$50,750	\$50,540	2023
Mercy House Of Meadville Inc	PA	\$425,491	President	\$71,413	\$72,140	2023
Good Grief Of Northwest Ohio Inc	OH	\$367,964	Managing Director	\$69,502	\$72,429	2024
Katies Place Clubhouse	PA	\$364,373	President And Ceo	\$15,138	\$14,470	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Counseling Center Of Central	CT	\$430,983	Clinical Direct	\$75,010	\$71,243	2023
Windhorse Guild Inc	CO	\$363,946	Executive Director	\$86,038	\$81,172	2024
Nami Lake County Oh	OH	\$363,723	Executive Director	\$47,500	\$50,963	2023
21 Roots Farm	MN	\$433,211	Cofounder Board	\$26,667	\$26,692	2023
East Nashville Wellness Center	TN	\$444,298	Cmo/president	\$99,198	\$102,594	2024
Rise Homes	NV	\$350,474	President	\$9,025	\$9,163	2023
Yuan Tze Ren Xue Center	CA	\$444,743	President/board Member	\$52,000	\$44,180	2024
Lifespan Nj Inc	NJ	\$445,659	Director Of Op.	\$57,692	\$50,681	2024
Inner Journey Healing Arts Center	OR	\$348,937	Secretary Treasurer	\$58,075	\$51,696	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC cost of living and 2025 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 SC 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 74 organizations. Compensation range \$3,488–\$212,648; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$397,466); for reference, expenses \$432,757 and assets \$821,238.

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

RELATED-ORG PAY	5 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	69 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	62 nd

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 (Lara Ceisel) 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 74 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,000 is reasonable (approximately the 69th 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.