

Foundation For Independence Through

Executive Director / CEO

EIN 571020921

SC · NTEE B82

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kristin Driggers, Executive Director / CEO** (\$64,775) against **every comparable organization** that fit the selection criteria — **100** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

Benchmarked executive: Kristin Driggers — reported title “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

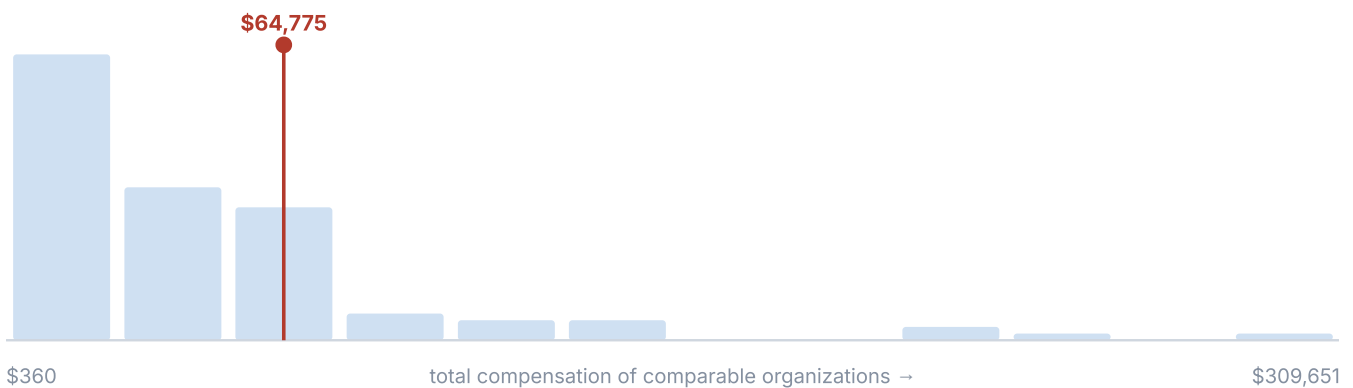
SECTOR Organizations sharing the subject's NTEE classification (B82).

BUDGET Total revenue between \$72,195 and \$161,632 — 0.67x to 1.50x the subject's \$107,755 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

100 organizations qualified on sector, size, and geography → **100** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,815	\$12,299	\$32,637	\$58,143	\$91,464	\$64,775
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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
Bobby Bragan Youth Foundation Inc	TX	\$108,694	Executive Director	\$76,100	\$72,968	2023
Kids Chance Of Kentucky Inc	KY	\$108,839	President & Board Member	\$8,972	\$8,975	2024
Quad County African American	IL	\$106,597	Chairman	\$9,000	\$8,481	2023
Kentucky Dental Foundation Inc	KY	\$109,639	Kda Executive Director	\$32,600	\$32,610	2024
Hope 4 All	TX	\$109,703	Executive Director	\$96,034	\$89,440	2024
Osu Animal Science Alumni Association	OK	\$105,770	Executive Secretary	\$12,000	\$12,303	2024
Rochester Children's Scholarship	NY	\$110,550	Program Director	\$25,707	\$22,267	2023
Alisas Angels Foundation	AZ	\$111,026	Executive Director	\$76,140	\$70,190	2023
Florida Ethics Institute Inc	FL	\$111,549	Executive Director	\$53,000	\$46,356	2024
Healthcare Information And Management	IL	\$113,035	Ceo & President	\$213,670	\$226,395	2021
Coptic Educational Foundation	CA	\$102,200	Secretary	\$2,670	\$2,146	2024
Acmpe Scholarship Fund Inc	CO	\$102,021	President/ceo	\$66,074	\$58,988	2024
Norwood Masonic Temple Foundation Incorporated	OH	\$114,131	Building Manager/director	\$10,200	\$10,356	2023
Donald R Watson Foundation Inc	NC	\$114,316	President	\$56,398	\$52,858	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Coin Op Cares Education & Charitable	IL	\$114,539	Executive Vice President	\$9,300	\$8,764	2023
Stephen E Poczowski Memorial	IL	\$100,658	President	\$73,095	\$66,906	2024
Jitegemee Inc	MA	\$114,999	Director	\$29,852	\$25,714	2023
Arema Educational Foundation	MD	\$99,385	Executive Di	\$73,040	\$63,577	2024
Local Union 45 Ubc&ja	NY	\$99,355	Chairman	\$10,850	\$8,893	2025
Building And Construction Laborers Local	OH	\$97,052	Trustee	\$111,278	\$109,733	2024
Polish National Alliance	IL	\$96,855	Treasurer	\$32,455	\$29,707	2024
Paul Collins Jr Scholarship Fund	NY	\$96,573	Fund Administrator	\$67,253	\$56,582	2024
The Chelco Foundation Inc	FL	\$95,633	Comp Is Not Paid By The Foundation	\$354,029	\$309,651	2024
Georgia Apartment Association	GA	\$93,766	President	\$38,614	\$36,148	2024
Educational Foundation Of The	AL	\$121,978	Ceo	\$151,303	\$148,265	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 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 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 100 organizations. Compensation range \$360–\$309,651; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$107,755); for reference, expenses \$113,314 and assets \$1,897,570.
ROLE MATCH	Kristin Driggers, reported title " <i>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	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	79 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	46 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 (Kristin Driggers) 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 100 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,775 is reasonable (approximately the 79th 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.