

# Vanguard School Foundation Inc

Executive Director / CEO

EIN 593542447

FL · NTEE B112

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Lu Shannon Graves, Executive Director / CEO** (\$18,159) against **every comparable organization** that fit the selection criteria — **113** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Lu Shannon Graves — reported title “HEAD OF SCHOOL”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B112).
BUDGET	Total revenue between \$133,031 and \$297,831 — 0.67x to 1.50x the subject's \$198,554 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

**113** organizations qualified on sector, size, and geography → **113** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,202	\$15,719	\$27,917	\$60,805	\$88,279	<b>\$18,159</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 FL 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="#">Clark-pleasant Education Foundation</a>	IN	\$197,871	Executive Di	\$19,100	<b>\$20,826</b>	2024
<a href="#">Argyle Education Foundation</a>	TX	\$197,529	Aef Director	\$77,120	<b>\$79,762</b>	2024
<a href="#">Bfb Foundation Inc</a>	NC	\$199,887	Executive Director (Ended 5/2023)	\$18,750	<b>\$20,623</b>	2023
<a href="#">The Citadel Real Estate Foundation</a>	SC	\$201,708	Executive Director	\$122,625	<b>\$136,177</b>	2023
<a href="#">Whitefish School District Education Foundation</a>	MT	\$202,027	Executive Director	\$22,917	<b>\$25,542</b>	2024
<a href="#">La Vega Pirates Education Foundation</a>	TX	\$194,234	Executive Director	\$10,000	<b>\$10,343</b>	2024
<a href="#">Heritage Mission Foundation Inc</a>	IN	\$192,847	Secretary	\$23,800	<b>\$25,950</b>	2024
<a href="#">Putnam Education Partnership Foundation</a>	TN	\$208,115	Director	\$23,200	<b>\$25,214</b>	2024
<a href="#">Microenterprise Collaborative</a>	CA	\$187,555	Executive Dir.	\$106,411	<b>\$97,811</b>	2023
<a href="#">St Cloud State University Alumni</a>	MN	\$209,881	Executive Director	\$25,055	<b>\$25,597</b>	2024
<a href="#">Peace Academic Center Inc</a>	KS	\$210,137	Secretary/administrator	\$36,000	<b>\$41,400</b>	2023
<a href="#">Harbor Springs Ram Boosters</a>	MI	\$186,815	Treasurer	\$3,600	<b>\$3,842</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Chico Cheer All Stars Inc</a>	CA	\$184,735	Director And President	\$30,000	<b>\$26,784</b>	2024
<a href="#">Lee County Education Foundation</a>	NC	\$184,531	Executive Director	\$4,500	<b>\$4,950</b>	2023
<a href="#">Concordia Lutheran Schools Of Omaha</a>	NE	\$183,176	President	\$67,643	<b>\$77,445</b>	2023
<a href="#">The Educators' Cooperative</a>	TN	\$214,686	Executive Director	\$40,000	<b>\$43,472</b>	2024
<a href="#">Trinity Education Foundation</a>	WA	\$215,309	Interim Executive Director	\$83,062	<b>\$79,161</b>	2023
<a href="#">Winchester Education Foundation Inc</a>	VA	\$181,748	Executive Director	\$14,394	<b>\$14,794</b>	2023
<a href="#">St Charles City County Library</a>	MO	\$180,821	Library Foundation Directo	\$17,144	<b>\$18,774</b>	2024
<a href="#">Mike Steele Foundation For Communities In Schools</a>	TX	\$180,023	President & Ceo	\$8,035	<b>\$8,310</b>	2024
<a href="#">Friends Of The Pool Inc</a>	FL	\$217,448	Executive Director	\$44,000	<b>\$44,000</b>	2023
<a href="#">Savannah Classical Academy</a>	GA	\$179,227	Executive Di	\$110,557	<b>\$118,331</b>	2023
<a href="#">City Of Orange Public Library Foundation</a>	CA	\$218,507	Executive Director	\$42,000	<b>\$37,498</b>	2024
<a href="#">Omart Women Supporting Women</a>	PA	\$219,279	President	\$48,201	<b>\$49,699</b>	2024
<a href="#">Cencal Youth Sports</a>	CA	\$219,561	Executive Director	\$24,400	<b>\$21,785</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	113 organizations. Compensation range \$451-\$325,257; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$198,554); for reference, expenses \$492,127 and assets \$5,963,147. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Lu Shannon Graves, reported title " <i>HEAD OF SCHOOL</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	28 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (Lu Shannon Graves) 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 10, 2026, comparing compensation against 113 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,159 is reasonable (approximately the 28<sup>th</sup> 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 10, 2026.