

Lake Memorial Library Fund

Executive Director / CEO

EIN 646020755

MS · NTEE B71I

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Regions Bank, Executive Director / CEO** (\$18,489) against **every comparable organization** that fit the selection criteria — **421** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: Regions Bank — 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 (B71I).
BUDGET	Total revenue between \$58,103 and \$130,083 — 0.67x to 1.50x the subject's \$86,722 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

421 organizations qualified on sector, size, and geography → **421** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$4,076	\$10,039	\$24,274	\$43,855	\$68,473	\$18,489
---------	----------	----------	----------	----------	-----------------



● 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 MS 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
Maxmath Tutoring Online Maryland Branch Inc	MD	\$86,664	Executive-director	\$5,205	\$4,369	2024
Fcps Foundation	CA	\$86,796	Chair	\$30,990	\$24,736	2023
Perry Presbyterian Playschool Inc	GA	\$86,608	Director	\$14,582	\$13,165	2024
Sartell-st Stephen Education Foundation	MN	\$86,602	Exec Consultant/pres (Beg 2/2024)	\$10,800	\$9,582	2024
Maxmath Tutoring Online South Carolina Branch	SC	\$86,937	Ceo	\$5,205	\$4,875	2024
Secular Communities For Arizona Inc	AZ	\$87,047	Executive Director	\$70,833	\$61,164	2024
Denver Center For International Studies Foundation	CO	\$86,353	Executive Director	\$54,750	\$47,137	2024
Maxmath Tutoring Online Inc Texas Branch	TX	\$87,172	Executive Director	\$5,205	\$4,675	2024
United Association Scholarship Trust	MD	\$86,082	Trustee	\$154,691	\$129,851	2024
Bay Area Financial Educ Foundation	CA	\$86,047	Executive Director	\$31,350	\$24,306	2024
Chris Kolenda Saber Six Foundation	WI	\$87,451	Executive Director	\$68,908	\$66,523	2023
The College Of Exploration	VA	\$87,643	President	\$8,043	\$7,179	2023
Hope Academy Holding Company	MN	\$87,721	Treasurer/se	\$12,732	\$11,005	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Linda Lorelle Scholarship Fund	TX	\$87,813	Ceo	\$60,000	\$52,499	2025
Washington Homeschool Organization	WA	\$87,997	Executive Director	\$41,011	\$32,967	2024
Nsbr Facilities Inc	LA	\$88,000	President	\$28,073	\$27,755	2024
Empowerment Media Inc	FL	\$85,286	Ceo	\$21,996	\$18,553	2024
Fca Conferences Llc	IL	\$85,259	Director; Executive Director	\$64,104	\$56,585	2024
Beyond Kids Reading Inc	MA	\$88,220	President/ceo	\$143,520	\$115,798	2024
The Buck Scholars Association Inc	CA	\$85,060	Executive Director	\$42,500	\$33,924	2023
Gonzaga University Telecommunications Association	WA	\$88,421	President	\$52,736	\$41,300	2025
New Vision For Children And Families Services Inc	NY	\$84,688	President	\$30,500	\$25,477	2023
The Ad Club Foundation Inc	MA	\$88,872	President & Director	\$7,941	\$6,597	2023
King's Kids Foundation Inc	AL	\$89,077	Executive Di	\$36,000	\$34,920	2024
Dr Sandor & Berthe Benedek	NY	\$84,255	Director	\$26,617	\$22,233	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	421 organizations. Compensation range \$433–\$396,205; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$86,722); for reference, expenses \$71,327 and assets \$2,296,020.
ROLE MATCH	Regions Bank, 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	117 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	40 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	33 rd

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 (Regions Bank) 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 421 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$18,489 is reasonable (approximately the 40th 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.