

Kiwanis Club Of Lehigh Acres

Executive Director / CEO

EIN 650208391
 FL · NTEE S80Z
 FY ending 2024-09-30
 June 13, 2026

This analysis benchmarks the total compensation of **Damon Shelor, Executive Director / CEO** (\$38,919) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

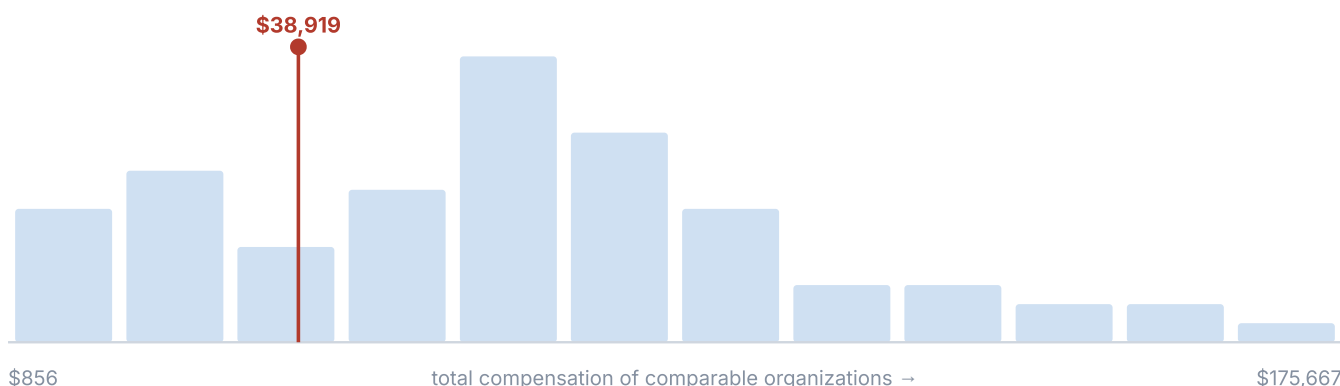
Benchmarked executive: Damon Shelor — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S80Z).
BUDGET	Total revenue between \$267,188 and \$598,183 — 0.67x to 1.50x the subject's \$398,789 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,734	\$38,904	\$70,299	\$84,773	\$117,203	\$38,919
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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 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
New Hope Resource Center	WA	\$394,474	New Hope Director	\$30,586	\$29,150	2024
Volunteer Center Of Cedar Valley	IA	\$403,233	Executive Director	\$87,185	\$101,618	2024
Women's Mentoring Network Inc	CT	\$393,469	Executive Director	\$82,500	\$84,773	2023
Pine Bluffs Senior Center Inc	WY	\$404,472	Executive Dir.	\$44,602	\$50,840	2024
Community Dispute Resolution Center Inc	NY	\$392,888	Executive Director	\$76,398	\$73,487	2024
Oregon Head Start Association	OR	\$392,740	Executive Dir.	\$90,045	\$89,013	2024
Tricounty Community Network Inc	PA	\$405,524	Executive Director	\$160,735	\$175,667	2023
C Waldo Scott Center For Hope Inc	VA	\$390,470	Executive Di	\$65,702	\$69,524	2023
Wisconsin Coalition Of Independent	WI	\$412,775	Executive Director	\$111,676	\$124,151	2024
Lynden Communitysenior Center	WA	\$413,188	Former Executive Director	\$56,348	\$53,702	2024
Esperanto League For North America Inc	CA	\$378,224	Executive Dir.	\$30,000	\$28,390	2023
Remote Energy	WA	\$421,740	Managing Director	\$33,439	\$31,869	2024
Leadership Houston Inc	TX	\$422,136	Executive Di	\$93,339	\$99,389	2024
Native American Food Sovereignty	AZ	\$427,502	Executive Dir.	\$109,889	\$112,498	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
House Of Peace And Education Inc	MA	\$433,309	Executive Di	\$42,913	\$41,049	2024
Danenet Inc	WI	\$433,920	Executive Dir.	\$73,586	\$84,223	2023
Texans For Clean Water Inc	TX	\$435,000	President And Director	\$53,654	\$57,132	2024
Gibt National Help Center Inc	CA	\$440,006	Executive Director	\$78,461	\$72,120	2024
Cape Charles Va Main Street Inc	VA	\$353,828	Executive Director	\$54,705	\$56,226	2024
Bisbee Coalition For The Homeless Inc	AZ	\$352,441	Executive Director	\$34,323	\$36,176	2023
Central Ia Center For Independent Living	IA	\$448,514	Executive Director	\$66,950	\$76,021	2025
Conway Center For Family Business	OH	\$450,438	Executive Di	\$138,112	\$155,715	2024
Share Pregnancy & Infant Loss Support	MO	\$346,445	Executive Director	\$75,187	\$84,770	2024
Marshall County Retired Senior	AL	\$338,219	Former Exec	\$49,164	\$56,539	2024
Punxsutawney Groundhog Club Inc	PA	\$337,519	Executive Di	\$36,635	\$40,038	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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.

■ Sample, role match & sensitivity

PEER COUNT **73** organizations. Compensation range \$856–\$175,667; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$398,789); for reference, expenses \$415,460 and assets \$537,748.
ROLE MATCH	Damon Shelor, reported title " <i>TREASURER</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	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	26 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	22 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 (Damon Shelor) 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 13, 2026, comparing compensation against 73 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,919 is reasonable (approximately the 26th 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 13, 2026.