

# Teach Our Children Fund Inc

Executive Director / CEO

EIN 710951614

IN · NTEE B20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lori Lehman, Executive Director / CEO** (\$60,296) against **every comparable organization** that fit the selection criteria — **240** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

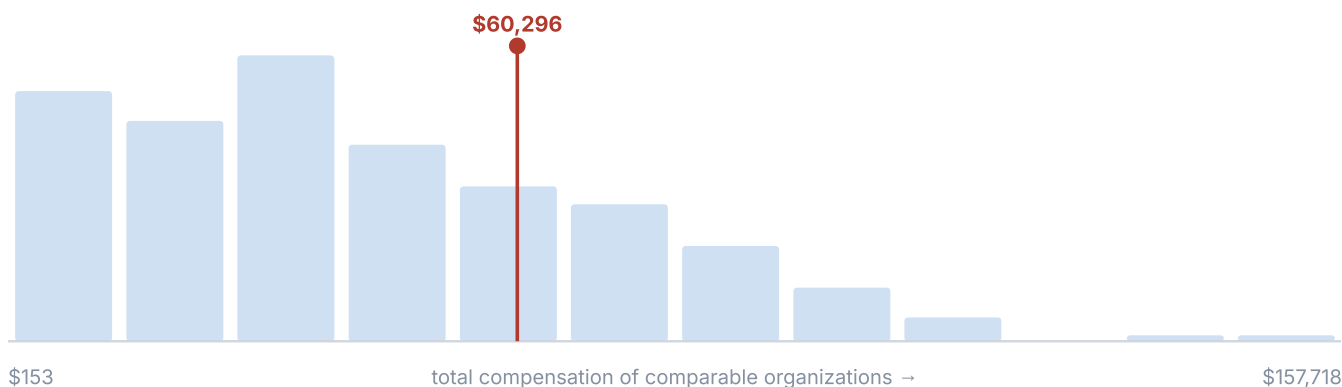
**Benchmarked executive:** Lori Lehman — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$213,732 and \$478,506 — 0.67x to 1.50x the subject's \$319,004 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**240** organizations qualified on sector, size, and geography → **240** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,702	\$20,252	\$38,141	\$62,862	\$86,770	\$60,296
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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 IN 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="#">River Of Life School</a>	MI	\$318,788	Principal	\$105,400	<b>\$105,892</b>	2024
<a href="#">Community Resources Inc</a>	CO	\$319,295	Executive Direcotr	\$88,248	<b>\$80,241</b>	2025
<a href="#">Michelle Davis</a>	TX	\$320,000	Ceo	\$25,421	<b>\$25,482</b>	2023
<a href="#">Cohutta Arrows Kingdom Academy</a>	GA	\$317,459	President	\$19,167	<b>\$18,758</b>	2024
<a href="#">Providence Christian Academy</a>	PA	\$321,286	President	\$44,100	<b>\$41,703</b>	2025
<a href="#">Apt Academy</a>	OR	\$323,249	Treasurer	\$14,200	<b>\$12,505</b>	2025
<a href="#">St George Classical Academy Inc</a>	MA	\$323,310	Head Of School	\$17,308	<b>\$15,139</b>	2024
<a href="#">Educational Solutions For Children Inc</a>	DC	\$323,995	Executive Director	\$72,900	<b>\$62,267</b>	2024
<a href="#">Atlanta Young Singers Of Callanwolde In</a>	GA	\$313,868	Executive Director	\$50,667	<b>\$49,588</b>	2024
<a href="#">Advance Learning Academy</a>	GA	\$313,808	Pres/adminis	\$23,773	<b>\$23,954</b>	2023
<a href="#">Five Points Academy</a>	CO	\$324,589	Executive Director	\$8,072	<b>\$7,534</b>	2024
<a href="#">Alpine Valley School</a>	CO	\$311,837	Director	\$74,603	<b>\$69,629</b>	2024
<a href="#">Grace Collaborative Incorporated</a>	NY	\$328,833	President And Ceo	\$2,900	<b>\$2,485</b>	2025
<a href="#">Grande Ronde Academy</a>	OR	\$328,874	Principal	\$32,218	<b>\$29,122</b>	2024
<a href="#">Nci Community Fund Inc</a>	TX	\$329,491	President	\$16,924	<b>\$16,965</b>	2023
<a href="#">Parker Jordan Christian Academy</a>	NY	\$330,984	Executive Director	\$55,000	<b>\$47,128</b>	2025
<a href="#">Chapin Academy</a>	SC	\$331,736	Administrator	\$34,648	<b>\$36,222</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">La Salle Community Center</a>	CA	\$331,750	Ceo	\$16,200	<b>\$13,616</b>	2024
<a href="#">Stanza Education Corporation</a>	CA	\$332,157	Ceo	\$1,800	<b>\$1,513</b>	2024
<a href="#">Aukela Unique &amp; Distinguished Scholars Inc</a>	FL	\$332,373	Rodriguez	\$27,739	<b>\$24,710</b>	2025
<a href="#">Montgomery Area Court Referral Prog</a>	AL	\$305,406	Executive Di	\$83,404	<b>\$87,704</b>	2024
<a href="#">Ka Hale O Na Keiki Inc</a>	HI	\$333,803	Executive Di	\$100,496	<b>\$90,164</b>	2023
<a href="#">The Potters House Foundation</a>	MI	\$304,008	Superintendent	\$11,545	<b>\$11,941</b>	2023
<a href="#">Crescent Academy</a>	CA	\$335,567	President & Ceo	\$107,000	<b>\$92,589</b>	2023
<a href="#">Little River Community School</a>	NY	\$302,328	President/treasurer	\$34,330	<b>\$29,417</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	<b>240</b> organizations. Compensation range \$153–\$157,718; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$319,004); for reference, expenses \$340,555 and assets \$130,647.
ROLE MATCH	Lori Lehman, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (Lori Lehman) 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 240 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,296 is reasonable (approximately the 73<sup>rd</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 9, 2026.