

Louisiana Family Forum Inc

Executive Director / CEO

EIN 721416555

LA · NTEE V30

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Gene Mills, Executive Director / CEO** (\$117,494) against **every comparable organization** that fit the selection criteria — **62** 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: Gene Mills — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (V30).

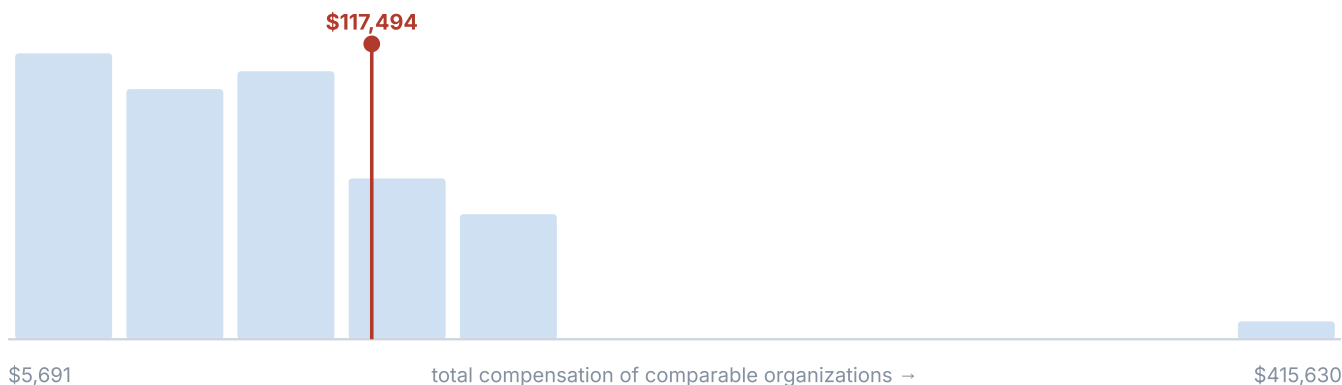
BUDGET Total revenue between \$290,490 and \$650,352 — 0.67x to 1.50x the subject's \$433,568 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (V), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography

→ **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,145	\$40,248	\$75,611	\$110,456	\$144,672	\$117,494
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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 LA 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
Institute For Holotropics Inc	CA	\$430,350	President	\$100,894	\$76,850	2024
The Institute For New Economic Thinking	NY	\$429,626	President	\$521,435	\$415,630	2024
Un Mundo Sin Mordaza	DC	\$427,380	President	\$48,000	\$38,253	2023
Methods Innovation Inc	WY	\$445,252	President	\$86,988	\$82,166	2024
California Women Lead	CA	\$421,172	Executive Director	\$62,792	\$47,829	2024
Center For Supportive Communities Inc	KS	\$448,990	Executive Director	\$80,000	\$76,237	2024
Prosecutors' Center For Excellence	NY	\$452,575	Executive Di	\$100,000	\$79,709	2024
Global Game Jam Inc	CA	\$455,813	Executive Dir.	\$31,529	\$23,396	2025
Human Engineering Laboratory Inc	MA	\$459,399	Director Of Finance	\$120,189	\$95,270	2024
Institute For Ecumenical & Cultural	MN	\$463,152	Acting Executive Director	\$67,490	\$58,825	2024
Crosswinds Foundation For	AL	\$403,964	President	\$48,000	\$45,742	2024
Democratic Socialists Of America Fund	NY	\$399,886	Director	\$57,048	\$45,472	2024
New Netherland Institute	NY	\$399,797	Director	\$65,000	\$51,811	2024
Institute For Economics And Peace	NY	\$395,562	Executive Director	\$179,179	\$142,821	2024
Nebraska Council On Economic Education	NE	\$394,922	President, Ncee	\$55,499	\$51,297	2025
Social Program Evaluators	MI	\$472,286	Chief Exec O	\$89,416	\$81,411	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Leverage Research Inc	FL	\$392,590	Ceo & Chair & Treasurer	\$21,533	\$17,843	2024
Tuscarawas County Economic Development	OH	\$385,045	Acting Secretary / Execdir	\$143,794	\$138,312	2023
Jewish Orthodox Feminist Alliance Inc	NY	\$482,537	Executive Director	\$152,400	\$121,477	2024
Project Real	NV	\$377,889	Executive Director	\$47,775	\$42,242	2024
National Center For Health Research Inc	DC	\$489,483	President	\$139,107	\$110,859	2023
Living City Project Inc	NY	\$372,760	President	\$94,072	\$74,984	2024
Hollins Communications Research Institute	VA	\$495,516	President	\$75,583	\$64,375	2024
Delaware Council On Economic Education	DE	\$368,572	President And Secretary	\$32,500	\$27,347	2025
Maya Exploration Center	TX	\$367,484	Chairman	\$45,000	\$39,707	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 62 organizations. Compensation range \$5,691–\$415,630; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$433,568); for reference, expenses \$466,731 and assets \$209,096.

ROLE MATCH Gene Mills, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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)	73 rd
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	77 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 (Gene Mills) 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 62 similarly situated organizations (Same NTEE major group (V), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$117,494 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 10, 2026.