

Legacy Donor Foundation

Executive Director / CEO

EIN 721454097
 LA · NTEE E126
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Nicole Labadot, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

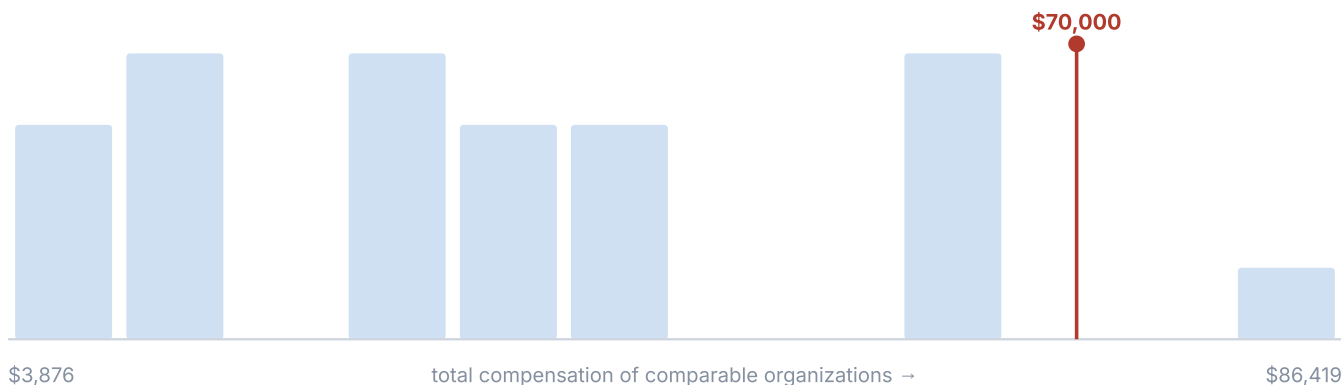
Benchmarked executive: Nicole Labadot — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E126).
BUDGET	Total revenue between \$85,766 and \$192,015 — 0.67x to 1.50x the subject's \$128,010 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,038	\$14,214	\$33,234	\$45,050	\$64,772	\$70,000
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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
Church Home & Hosp Of The City Of	MD	\$132,854	President/director	\$68,921	\$60,245	2023
Colorado Safety Net Collaborative	CO	\$138,886	Managing Consultant	\$50,000	\$44,827	2023
Brunswick Novant Medical Center	NC	\$139,045	Exec Director	\$14,316	\$13,831	2023
Mariahs Miracle	AZ	\$110,076	Executive Director	\$12,500	\$10,917	2024
Saint Alphonsus Foundation-baker City	OR	\$108,490	Secretary; Regional Phil Specialist	\$14,767	\$12,822	2023
Legacy Connection	AZ	\$147,848	Director/ceo	\$35,595	\$31,088	2024
Medical Staff Of Englewood Hospital	NJ	\$152,463	President	\$30,000	\$25,043	2023
Living Organ Donor Assistance Fund	CA	\$155,462	Director/ceo	\$77,000	\$62,166	2023
Mothers Hope Foundation	PA	\$100,048	Executive Dir.	\$7,525	\$6,815	2024
Cooper Trooper Foundation	TN	\$156,117	Executive Director	\$36,000	\$35,380	2023
Upland Hills Health Foundation Inc	WI	\$157,040	President/ceo - Uhh	\$27,818	\$26,384	2024
Community Health Foundation Of Kay County Inc	OK	\$98,196	Executive Director	\$37,533	\$37,533	2024
Circle Of Hope Inc	CA	\$159,841	Ceo	\$45,872	\$35,972	2024
The Whole Person Foundation	MO	\$92,427	Ceo/cfo (Thru 04/2024)	\$27,851	\$26,789	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pcc Foundation	IL	\$166,555	Director, Started Oct 2024	\$4,456	\$3,876	2025
Frank Hadley And Cornelia Root Ginn	OH	\$175,530	Treasurer	\$46,913	\$45,124	2024
Tri-county Memorial Foundation Inc	WI	\$178,267	Ceo-bghs	\$68,728	\$65,185	2024
Noise For Now	NM	\$178,767	Executive Dir.	\$64,698	\$65,062	2023
Lancaster Patient Care Center	NH	\$179,000	System Ceo	\$18,318	\$15,361	2024
Kansas Children's Foundation	KS	\$181,090	Executive Director	\$88,083	\$86,419	2024
Creel Family Philanthropies	TX	\$181,568	Executive Di	\$8,496	\$7,718	2024
Tsf Incorporated	DE	\$183,778	President	\$44,200	\$40,465	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 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	22 organizations. Compensation range \$3,876–\$86,419; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$128,010); for reference, expenses \$188,596 and assets \$56,081. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Nicole Labadot, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	95 th
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	55 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 (Nicole Labadot) 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 22 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 95th 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.