

Sara's Project Inc

Executive Director / CEO

EIN 731391432

OK · NTEE E00Z

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Lara Welch, Executive Director / CEO** (\$70,754) against **every comparable organization** that fit the selection criteria — **1288** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

Benchmarked executive: Lara Welch — reported title "DIRECTOR", 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 (E00Z).
BUDGET	Total revenue between \$314,388 and \$703,855 — 0.67x to 1.50x the subject's \$469,237 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,288 organizations qualified on sector, size, and geography → **1,288** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,939	\$33,049	\$56,184	\$81,229	\$118,783	\$70,754
----------	----------	----------	----------	-----------	----------



● 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 OK 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
Do Care Doula Foundation Inc	DE	\$469,474	Executive Director	\$2,225	\$1,922	2024
Pediatric Acute Lung Injury And Sepsis Investigators Network	NC	\$469,556	Executive Director	\$36,667	\$33,420	2024
Sarah Mclean Foundation	OK	\$468,860	Executive Director	\$75,101	\$75,101	2023
Noalab Clinic Inc	CA	\$469,731	Founder	\$12,518	\$9,817	2023
Wise Rescue Squad Inc	VA	\$469,734	1st Lieutenant	\$51,338	\$45,016	2023
American Muslim Health Professionals	IL	\$469,756	Executive Dir.	\$80,000	\$69,377	2024
The Hospice Foundation Of The South Inc	LA	\$468,597	Executive Dir.	\$73,082	\$70,985	2024
Laverna Terrace Housing Corporation	IL	\$469,999	President & Ceo, Ascension	\$25,705	\$22,950	2023
Dames And Knights Of The Order Of Malta Medical And Dental Clinic Of	MI	\$467,634	Director	\$70,000	\$65,616	2023
Hope Life Center	IL	\$471,306	Executive Di	\$67,784	\$58,782	2024
504healthnet Inc	LA	\$471,394	Interim Executive Director	\$78,831	\$76,569	2024
California Breastfeeding Coalition	CA	\$471,462	Executive Dir.	\$110,373	\$81,903	2025
Santa Barbara Dermatology Foundation Inc	KY	\$471,765	President	\$83,000	\$78,659	2024
World Patients Alliance	DC	\$471,990	Executive Di	\$84,600	\$67,420	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gyedi Project	CO	\$472,144	Executive Director	\$181,438	\$149,509	2025
Bafflink Home Health Services	CO	\$472,444	Care Giver	\$19,345	\$16,362	2024
Memorial Hospital Foundation At	NH	\$472,510	Ceo And President, Mh/trustee	\$55,268	\$45,015	2024
Tucson Interfaith Hivaidis Network	AZ	\$472,633	Executive Director	\$98,575	\$86,095	2023
New Mexico Foundation For Dental	NM	\$472,741	Executive Di	\$47,237	\$44,816	2024
Patrick Place-a Comfort Care Home Inc	NY	\$465,622	House Director	\$43,182	\$34,420	2024
Parents And Friends Of Children	AR	\$465,334	Executive Director	\$114,680	\$117,066	2023
Hospital Foundation Of Crawford County	IA	\$465,280	President/ccmh Ceo	\$120,532	\$116,415	2024
Portage Area Ambulance Association	PA	\$473,679	Board Member	\$2,695	\$2,371	2024
Aunt Susie's Cancer Wellness Center	OH	\$464,586	President & Ceo (Began Aug 2024)	\$5,292	\$4,944	2024
Avenues For Women Inc	KY	\$473,989	Ceo/president	\$54,476	\$51,627	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	1288 organizations. Compensation range \$17–\$2,887,846; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$469,237); for reference, expenses \$420,357 and assets \$728,614.
ROLE MATCH	Lara Welch, reported title "DIRECTOR", 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	300 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	61 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	65 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	47 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 (Lara Welch) 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 1288 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$70,754 is reasonable (approximately the 65th 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.