

Evolving Lives Inc

Executive Director / CEO

EIN 812969786
 FL · NTEE P20
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Khristopher Lucin, Executive Director / CEO** (\$55,300) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

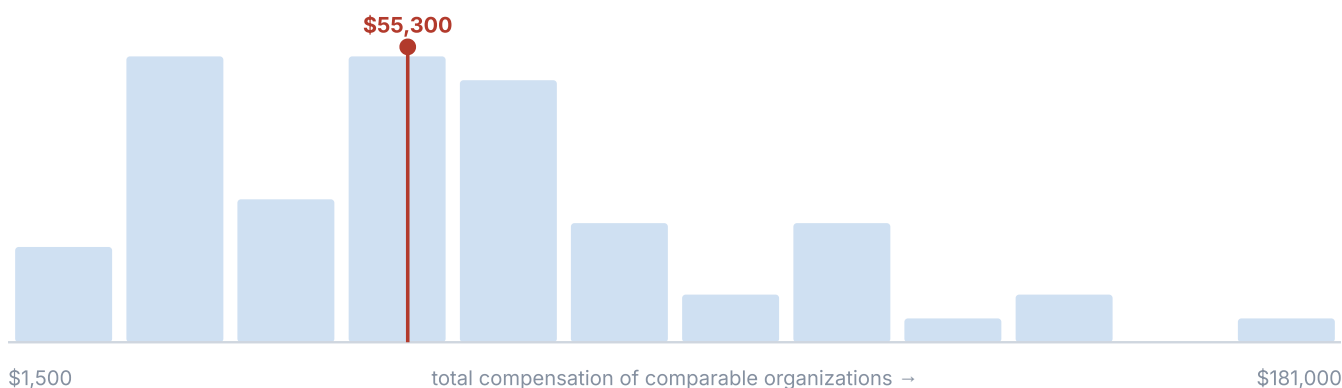
Benchmarked executive: Khristopher Lucin — reported title “Associate Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$237,227 and \$531,106 — 0.67x to 1.50x the subject's \$354,071 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + FL + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,087	\$30,814	\$53,422	\$77,107	\$112,287	\$55,300
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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
Jeep Sullivan's Outdoor Adventures Inc	FL	\$353,681	Sullivan	\$78,180	\$75,937	2024
Mega Social Enterprise	FL	\$353,598	Ceo	\$186,346	\$181,000	2024
Goodsorce Of Central Florida Inc	FL	\$351,816	President & Ceo	\$1,500	\$1,500	2023
Destiny Village Inc	FL	\$356,571	President	\$5,034	\$5,034	2023
Mira Usa Inc	FL	\$350,824	Treasurer	\$20,628	\$20,628	2023
Deerfield Beach Community Cares Inc	FL	\$368,848	President Ce	\$75,800	\$73,625	2024
Treasure Coast Girls Coalitioninc	FL	\$335,386	Executive Di	\$75,965	\$73,786	2024
All 4 Upg Inc	FL	\$333,205	President Ceo	\$48,000	\$46,623	2024
Dream Believe Transforming Lives Corp	FL	\$375,964	Clergy Clinician	\$98,146	\$95,330	2024
Federation Of Families Of Central	FL	\$377,252	Executive Di	\$115,604	\$112,287	2024
Life-skills Empowerment And Development Services - Leads - Inc	FL	\$379,682	Vice President/ceo	\$85,641	\$83,184	2024
Striving For Excellence Academy Inc	FL	\$326,797	President	\$76,438	\$74,245	2024
Recovery Point Palatka Inc	FL	\$323,604	Coo	\$72,992	\$70,898	2024
West Orange Dream Center Inc	FL	\$319,025	Director	\$43,400	\$43,400	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lehigh Community Services Inc	FL	\$314,966	Directorsecretaryexec Dire	\$29,321	\$28,480	2024
Parkinson Association Of Southwest	FL	\$393,689	Executive Director	\$97,732	\$94,928	2024
African-american Advocacy Center For Persons With Disabilities Inc	FL	\$314,106	President	\$4,720	\$4,720	2023
Pura Vida Missions Inc	FL	\$394,827	President	\$53,490	\$51,955	2024
Lifework Leadership Orlando Inc	FL	\$397,475	Executive Dir.	\$132,852	\$125,714	2025
Highest Horizon Support Services	FL	\$399,532	Ceo	\$84,000	\$81,590	2024
Rts Missions Inc	FL	\$399,914	President	\$74,867	\$72,719	2024
Angels For Humanity	FL	\$404,123	Founder Coo	\$144,400	\$140,257	2024
Life Relaunch Inc	FL	\$409,546	President/director	\$76,240	\$76,240	2023
Women On The Rise International Inc	FL	\$298,299	Executive Dir.	\$66,583	\$64,673	2024
Evolutionary Arts Life Foundations Inc	FL	\$295,320	Executive Director	\$35,000	\$33,996	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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	61 organizations. Compensation range \$1,500–\$181,000; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$354,071); for reference, expenses \$392,417 and assets \$119,082.
ROLE MATCH	Khristopher Lucin, reported title <i>"Associate Director"</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	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	51 st
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	46 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 (Khristopher Lucin) 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 61 similarly situated organizations (Same NTEE sector (P20) + FL + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$55,300 is reasonable (approximately the 51st 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.