

# Livlyme Foundation

Executive Director / CEO

EIN 814433629

CO · NTEE G80

FY ending 2022-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Holiday Goodreau, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

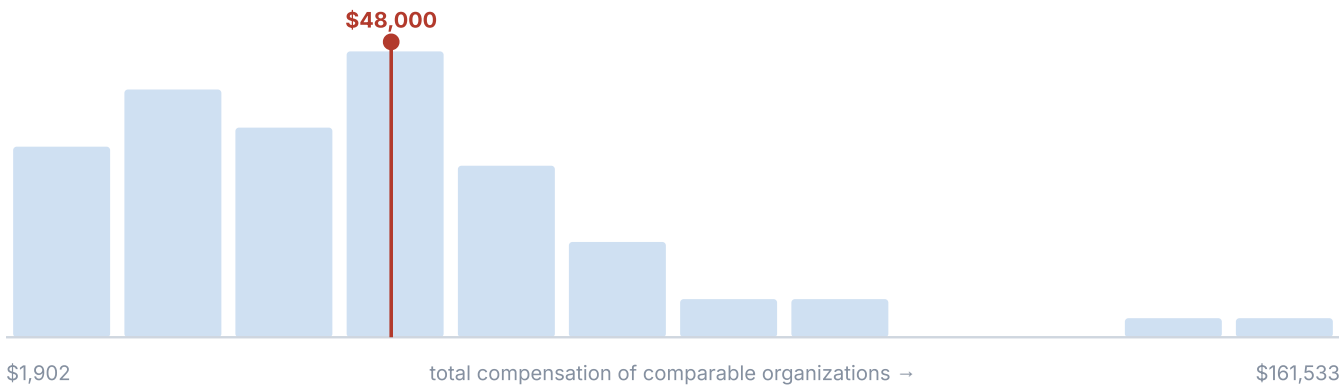
**Benchmarked executive:** Holiday Goodreau — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G80).
BUDGET	Total revenue between \$70,538 and \$157,923 — 0.67x to 1.50x the subject's \$105,282 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**69** organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,879	\$20,816	\$41,821	\$58,551	\$77,436	\$48,000
----------	----------	----------	----------	----------	----------



## ● 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 CO 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="#">Massachusetts Health Information</a>	MA	\$105,006	Administrative Director/cl	\$66,928	<b>\$58,523</b>	2024
<a href="#">Virginia Association Of Workers For The</a>	VA	\$106,184	Director	\$9,600	<b>\$8,787</b>	2025
<a href="#">American Council Of The Blind</a>	OH	\$109,566	Executive Di	\$43,000	<b>\$44,317</b>	2024
<a href="#">Shattuck Partners Inc</a>	MA	\$109,761	Executive Director	\$35,949	<b>\$32,363</b>	2023
<a href="#">South Carolina Ovarian Cancer Foundation</a>	SC	\$110,142	Executive Director	\$41,174	<b>\$43,032</b>	2023
<a href="#">Carroll County Memorial Hospital</a>	MO	\$111,566	President/ceo - Ccmh	\$30,331	<b>\$32,183</b>	2023
<a href="#">Mattie J T Stepanek Foundation Inc</a>	MD	\$98,461	President	\$26,000	<b>\$24,352</b>	2023
<a href="#">University Clinical Neurologists Inc</a>	IN	\$112,636	Board Member	\$1,800	<b>\$1,902</b>	2023
<a href="#">Landon Pediatric Foundation</a>	CA	\$112,813	Ceo	\$81,000	<b>\$70,070</b>	2023
<a href="#">Spina Bifida Assocation Of</a>	FL	\$97,737	Executive Di	\$37,921	<b>\$33,771</b>	2025
<a href="#">Prep4gold</a>	VA	\$113,127	Executive Director	\$63,093	<b>\$59,278</b>	2024
<a href="#">Global Aging Institute</a>	VA	\$113,500	President & Treasurer	\$103,000	<b>\$96,773</b>	2024
<a href="#">The Airway Revolution</a>	NY	\$113,534	Executive Di	\$60,000	<b>\$52,757</b>	2024
<a href="#">Field Neurosciences Institute</a>	MO	\$113,997	Ex-officio/regional President & Ceo	\$55,181	<b>\$58,551</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Iowa Radio Reading Information Service</a>	IA	\$114,004	Executive Director	\$55,470	<b>\$59,101</b>	2024
<a href="#">My_Xxy</a>	AZ	\$114,604	Ceo	\$32,000	<b>\$29,947</b>	2024
<a href="#">Alcanzando Inc</a>	FL	\$95,659	Chief Exec O	\$45,750	<b>\$41,821</b>	2024
<a href="#">Autism Opened Door Project</a>	TN	\$115,307	Secretary	\$44,049	<b>\$45,054</b>	2024
<a href="#">Early Alzheimers Foundation Inc</a>	NY	\$116,073	President	\$78,144	<b>\$70,741</b>	2023
<a href="#">Macular Degeneration Foundation Inc</a>	NV	\$116,476	President Ceo	\$62,000	<b>\$62,260</b>	2023
<a href="#">Louisiana Health Information</a>	LA	\$116,893	Ceo	\$34,500	<b>\$36,014</b>	2025
<a href="#">Snis Foundation</a>	VA	\$117,124	Executive Director Snis	\$22,155	<b>\$20,816</b>	2024
<a href="#">Austens Autistic Adventures</a>	TX	\$91,730	Director	\$18,725	<b>\$18,226</b>	2024
<a href="#">Fund A Mom Inc</a>	NY	\$119,065	Executive Director	\$38,368	<b>\$33,737</b>	2024
<a href="#">Cleveland-rutherford Kidney Association</a>	NC	\$91,389	Controller	\$59,500	<b>\$59,824</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2022 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 CO 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **69** organizations. Compensation range \$1,902–\$161,533; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$105,282); for reference, expenses \$272,430 and assets \$64,147. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Holiday Goodreau, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	6 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	57 <sup>th</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 (Holiday Goodreau) 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 69 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 64<sup>th</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 10, 2026.