

Livelikeyohnny Foundation

Executive Director / CEO

EIN 814575199

TX · NTEE O12

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Kerri Ledoux, Executive Director / CEO** (\$28,654) against **every comparable organization** that fit the selection criteria — **203** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

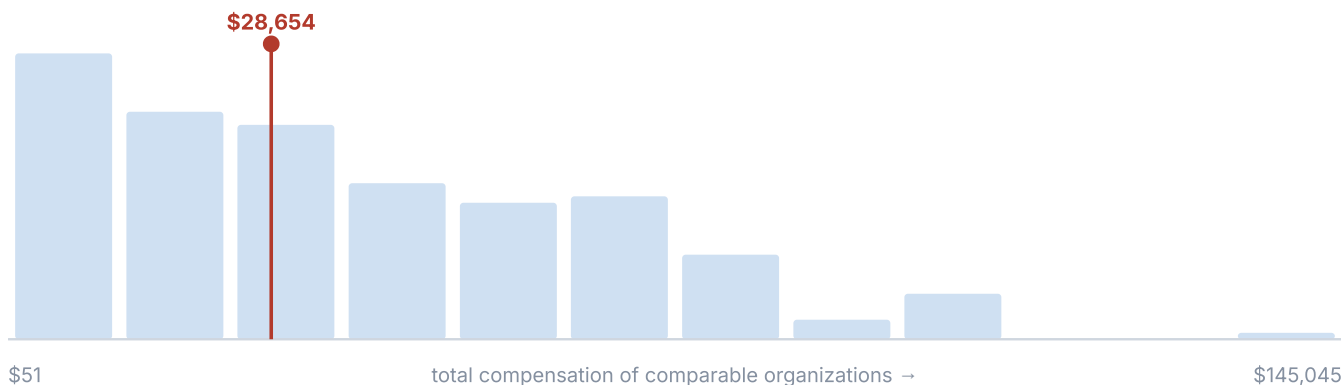
Benchmarked executive: Kerri Ledoux — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O12).
BUDGET	Total revenue between \$83,128 and \$186,108 — 0.67x to 1.50x the subject's \$124,072 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

203 organizations qualified on sector, size, and geography → **203** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,507	\$16,211	\$32,627	\$56,351	\$74,821	\$28,654
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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 TX 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
Harbor Hoops Ltd	NY	\$124,275	President	\$20,000	\$18,067	2024
Living Hope Ministries	MN	\$123,632	Exec Dir/pre	\$30,325	\$30,840	2023
Fairbanks Tennis Association	AK	\$124,543	Vice President, Treasurer	\$2,150	\$2,116	2023
Sunago Inc	AZ	\$123,313	Secretary/Manager	\$30,000	\$28,843	2024
U-turn Ministries Of Goshen Inc	IN	\$123,233	Executive Director	\$16,800	\$17,711	2024
New Heights Christian School	AR	\$122,889	Treasurer	\$50,000	\$54,737	2025
Arizona Kids Think Too	AZ	\$122,515	Executive Dir.	\$83,016	\$79,814	2024
The Third Story Inc	CO	\$125,746	President	\$70,391	\$69,468	2023
Boys & Girls Club Foundation	IL	\$126,002	Ceo	\$11,012	\$10,823	2024
Center For Anthroposophical Endeavors	WA	\$121,208	Executive Director	\$36,000	\$32,221	2024
Daytona Beach Sports Club Inc	FL	\$127,128	President	\$1,000	\$939	2024
Faith Baptist Church Of Coram Youth Awareness Inc	NY	\$127,653	Employee	\$18,200	\$16,927	2023
The Child And Family Foundation Inc	MD	\$128,051	Executive Director	\$58,077	\$54,280	2024
Alliance Of Elite Youth Leadership	TX	\$128,237	Excecutive D	\$68,309	\$68,309	2024
Girl Scouts Of Northeast Texas Endowment	TX	\$128,478	Ceo	\$36,402	\$36,402	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Makaha Cultural Learning Center	HI	\$128,555	President	\$21,008	\$19,359	2023
Eleanor Johnson Youth Center Inc	FL	\$129,459	Director	\$37,949	\$35,639	2024
Michigan State University	MI	\$118,569	Executive Treasurer	\$599	\$618	2024
Rip City Foundation	MI	\$129,792	Secy Treas.	\$20,800	\$21,462	2024
Kool Boiz Foundation	OH	\$118,075	President	\$41,760	\$44,216	2024
Color Outside The Lines	OR	\$130,243	Executive Director	\$45,000	\$43,010	2023
The Joey Arrietta Foundation	OH	\$130,731	President/di	\$55,240	\$60,217	2023
Girls On The Run Of Northeast Tn Inc	TN	\$117,344	Executive Director	\$27,500	\$28,897	2024
Project Impact South Bend Inc	IN	\$130,858	Director	\$9,600	\$10,121	2024
Nw Youth Power Early Learning	GA	\$116,990	Employee	\$37,800	\$37,995	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	203 organizations. Compensation range \$51–\$145,045; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$124,072); for reference, expenses \$96,594 and assets \$274,874.
ROLE MATCH	Kerri Ledoux, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 17 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	44 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	38 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 (Kerri Ledoux) 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 203 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,654 is reasonable (approximately the 44th 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.