

# Indigenous Regeneration

Executive Director / CEO

EIN 814845043

CA · NTEE O52

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lasandra R Cannon, Executive Director / CEO** (\$67,820) against **every comparable organization** that fit the selection criteria — **940** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

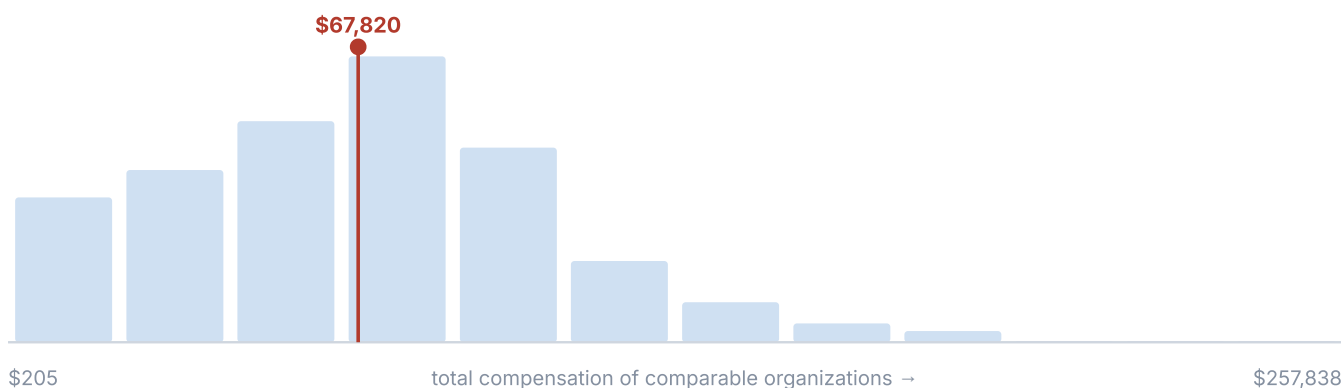
**Benchmarked executive:** Lasandra R Cannon — reported title “Secretary/Interim Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (O52).  |
| BUDGET    | Total revenue between \$257,858 and \$577,294 — 0.67x to 1.50x the subject's \$384,863 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.   |

**940** organizations qualified on sector, size, and geography → **940** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|          |          |          |          |           |          |
|----------|----------|----------|----------|-----------|----------|
| \$18,210 | \$40,038 | \$68,057 | \$91,828 | \$113,882 | \$67,820 |
|----------|----------|----------|----------|-----------|----------|



## ■ 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 CA 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="#">American Childrens Campaign Inc</a>           | FL    | \$384,590 | President                             | \$120,232       | <b>\$127,051</b> | 2024 |
| <a href="#">Healthy Teens Inc</a>                         | FL    | \$384,580 | Former Treasurer                      | \$35,000        | <b>\$36,985</b>  | 2024 |
| <a href="#">Pro Deo Youth Center</a>                      | MO    | \$385,230 | Director/president/ceo<br>Sole Member | \$66,873        | <b>\$79,671</b>  | 2024 |
| <a href="#">Dakota Street Center Inc</a>                  | OH    | \$384,455 | Executive Director                    | \$63,283        | <b>\$77,622</b>  | 2023 |
| <a href="#">Focus Ministries</a>                          | CO    | \$384,261 | Board Member                          | \$68,175        | <b>\$73,533</b>  | 2024 |
| <a href="#">Boys &amp; Girls Clubs Of Mercer County</a>   | NJ    | \$385,570 | Foundation Dir.                       | \$31,758        | <b>\$31,895</b>  | 2024 |
| <a href="#">North Yellowstone Education Foundation</a>    | MT    | \$383,677 | Executive Dir.                        | \$45,000        | <b>\$56,175</b>  | 2023 |
| <a href="#">Summer Program For Youth</a>                  | PA    | \$386,113 | Executive Di                          | \$47,326        | <b>\$53,087</b>  | 2024 |
| <a href="#">Houseaboutit Community And Economic</a>       | AR    | \$383,596 | Executive Dir.                        | \$60,000        | <b>\$78,104</b>  | 2023 |
| <a href="#">Family Resource Center Of Cass County Inc</a> | MO    | \$386,641 | Executive Director                    | \$28,364        | <b>\$33,792</b>  | 2024 |
| <a href="#">Kirbys Children Services</a>                  | TX    | \$386,744 | Executive Dire                        | \$163,000       | <b>\$188,825</b> | 2023 |
| <a href="#">300 For 300</a>                               | MI    | \$386,925 | Executive Director                    | \$77,268        | <b>\$89,711</b>  | 2024 |
| <a href="#">Lyfe Three</a>                                | NC    | \$387,108 | Vice President                        | \$53,459        | <b>\$63,969</b>  | 2023 |
| <a href="#">Girls On The Run Of Dayton</a>                | OH    | \$382,503 | Executive Dir.                        | \$97,740        | <b>\$113,445</b> | 2025 |

| ORGANIZATION   | STATE | REVENUE   | MATCHED TITLE              | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|--|-------|-----------|----------------------------|-----------------|------------------|------|
| <a href="#">Big Brothers Big Sisters Of Shelby</a>               | OH    | \$387,238 | Executive Di               | \$12,923        | <b>\$15,396</b>  | 2024 |
| <a href="#">Compass Dance Academy Inc</a>                        | GA    | \$387,423 | President                  | \$28,256        | <b>\$31,958</b>  | 2024 |
| <a href="#">Southern Youth Sports Associat</a>                   | FL    | \$381,988 | Key Employee               | \$3,560         | <b>\$3,762</b>   | 2024 |
| <a href="#">The Children Are Our Future</a>                      | NM    | \$387,948 | President                  | \$6,000         | <b>\$7,473</b>   | 2023 |
| <a href="#">Youth Documentary Academy</a>                        | CO    | \$381,734 | Executive Director         | \$102,200       | <b>\$110,233</b> | 2024 |
| <a href="#">Real Leadership Obedience Victory And Excellence</a> | TX    | \$388,000 | Direc                      | \$71,875        | <b>\$86,677</b>  | 2022 |
| <a href="#">Reach Bridge Extended Learning Programs Inc</a>      | CA    | \$388,230 | President                  | \$93,400        | <b>\$90,720</b>  | 2024 |
| <a href="#">Southlake Carroll Lacrosse Assoc</a>                 | TX    | \$381,177 | Varsity Coach & Program Di | \$116,240       | <b>\$134,657</b> | 2023 |
| <a href="#">Predators Of The Heart</a>                           | WA    | \$381,154 | President                  | \$20,300        | <b>\$20,444</b>  | 2024 |
| <a href="#">Acts li Ministry For Teens</a>                       | MI    | \$388,694 | President                  | \$66,077        | <b>\$78,984</b>  | 2023 |
| <a href="#">Richmond Hill Soccer Club</a>                        | GA    | \$381,026 | Executive Director         | \$76,348        | <b>\$86,352</b>  | 2024 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

|                 |   |
|-----------------|---|
| PEER COUNT      | 940 organizations. Compensation range \$205–\$257,838; filing years 2021–2025.  |
| SIZE BASIS      | Matched on total revenue (\$384,863); for reference, expenses \$277,101 and assets \$142,313.   |
| ROLE MATCH      | Lasandra R Cannon, reported title " <i>Secretary/Interim Treasurer</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 | 40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.  |
| OUTLIERS        | 14 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 | 50 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 58 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 52 <sup>nd</sup>   |
| All sources (D + E + F), adjusted   | 47 <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 (Lasandra R Cannon) 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 940 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,820 is reasonable (approximately the 50<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.