

Meridian Area Senior Citizens

Executive Director / CEO

This analysis benchmarks the total compensation of **Lisa Hansen, Executive Director / CEO** (\$79,940) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

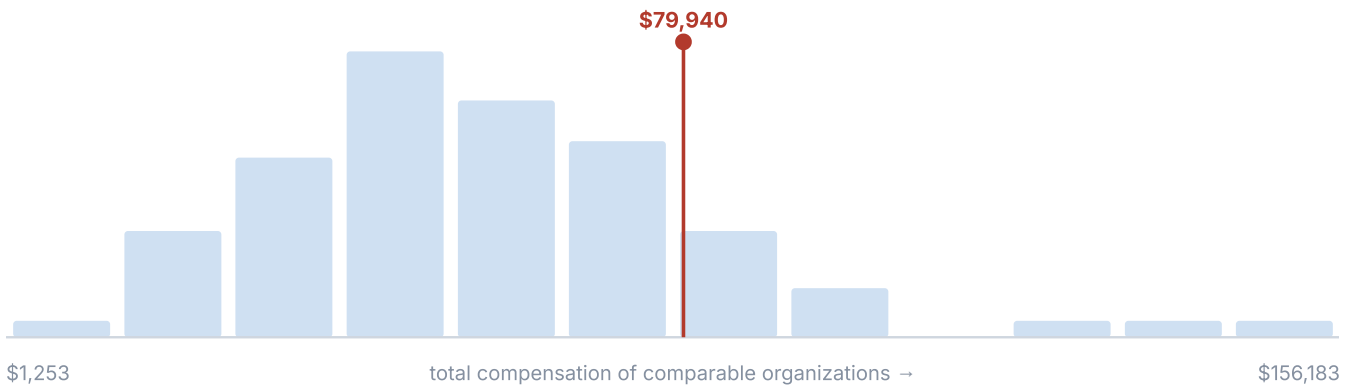
Benchmarked executive: Lisa Hansen — reported title “Center Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81Z).
BUDGET	Total revenue between \$319,648 and \$715,632 — 0.67x to 1.50x the subject's \$477,088 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

150 organizations qualified on sector, size, and geography → **150** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,871	\$40,431	\$53,717	\$71,290	\$87,126	\$79,940
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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 ID 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
Bell County Senior Citizens	KY	\$476,055	Executive Director	\$39,960	\$39,317	2025
Oxford Senior Center Inc	PA	\$475,631	Executive Di	\$92,169	\$84,175	2025
Kennett Area Senior Center Inc	PA	\$481,912	Executive Di	\$80,000	\$73,062	2025
Project Concern Inc	KS	\$472,106	Executive Director	\$52,949	\$53,773	2024
Ashland County Aging Unit	WI	\$483,070	Executive Di	\$45,000	\$45,483	2023
Covenant Place Foundation	MO	\$470,877	President And Ceo	\$17,274	\$17,199	2024
Claiborne Voluntary Council On Aging Inc	LA	\$483,767	Executive Director	\$47,840	\$49,520	2024
Broken Arrow Seniors Inc	OK	\$486,051	Executive Dir.	\$76,536	\$81,563	2023
Murphys Senior Center	CA	\$467,574	Schetzline	\$35,631	\$28,922	2024
Inter-church Council Of Greater	MA	\$464,599	Director	\$87,721	\$74,101	2024
Madison County Elderly Services Inc	IA	\$464,189	Executive Director	\$66,893	\$67,077	2025
Silver Lake Annex Multi-purpose Community Center	RI	\$491,278	Board Member	\$23,887	\$21,531	2024
Friends Of Estacada Community Center Inc	OR	\$493,163	Director	\$35,220	\$30,746	2024
Jewish Older Adult Services	NJ	\$493,781	Executive Di	\$78,072	\$65,526	2024
Cowley County Council On Aging Inc	KS	\$460,126	Previous Executive Director	\$60,442	\$63,195	2023
Westerly Senior Citizens Center	RI	\$494,316	Executive Di	\$81,782	\$71,817	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Holbrook Senior Citizens Association	AZ	\$495,796	Acting Ex Dir	\$48,706	\$42,898	2025
Brooks Senior Center	NY	\$496,084	Program Director	\$90,453	\$76,835	2024
Marion County Council On Aging	SC	\$496,417	Executive Director	\$49,395	\$48,441	2024
Cadre Inc Communities Aligned For	GA	\$496,889	Executive Dir.	\$74,491	\$70,408	2024
Franklin County Senior Citizens	AR	\$456,639	Executive Director	\$33,636	\$35,541	2024
Golden Age Council Inc	CO	\$456,624	Executive Director	\$17,275	\$16,031	2023
Verde Valley Senior Citizens	AZ	\$499,693	Executive Di	\$71,416	\$66,471	2023
Maumee Seniors Inc	OH	\$452,262	Exc. Director	\$64,836	\$64,553	2024
Senior Center Of Elk Grove Inc	CA	\$450,167	Executive Dir.	\$57,011	\$46,277	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	150 organizations. Compensation range \$1,253–\$156,183; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$477,088); for reference, expenses \$603,426 and assets \$1,834,388.
ROLE MATCH	Lisa Hansen, reported title " <i>Center Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	84 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	80 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 (Lisa Hansen) 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 150 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,940 is reasonable (approximately the 84th 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.