

# We Love Buford Highway Inc

Executive Director / CEO

EIN 822154696  
 GA · NTEE T30  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Lily A Pabian, Executive Director / CEO** (\$72,458) against **every comparable organization** that fit the selection criteria — **226** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

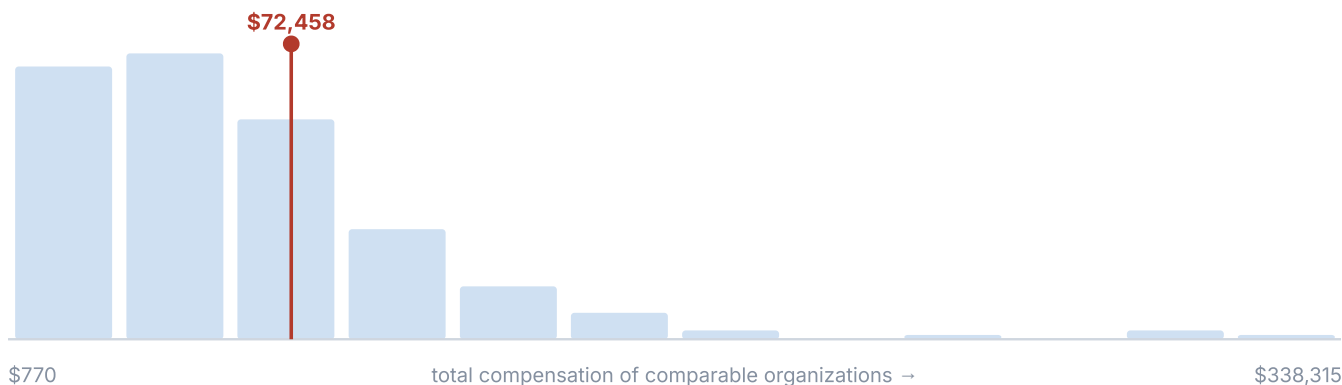
**Benchmarked executive:** Lily A Pabian — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$254,986 and \$570,865 — 0.67x to 1.50x the subject's \$380,577 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**226** organizations qualified on sector, size, and geography → **226** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,315	\$25,056	\$50,701	\$81,618	\$115,369	\$72,458
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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 GA 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="#">Hope Match</a>	NC	\$379,888	Executive Director	\$56,271	<b>\$56,336</b>	2025
<a href="#">Lot 2540 Incorporated</a>	NC	\$378,448	Executive Dir.	\$67,287	<b>\$71,188</b>	2023
<a href="#">Endure Athletics Foundation Inc</a>	TN	\$382,804	Executive Director	\$52,056	<b>\$54,420</b>	2024
<a href="#">Much Ministries Inc</a>	GA	\$382,972	Executive Director - See S	\$103,360	<b>\$106,413</b>	2023
<a href="#">Hearts Of Gold Inc</a>	NY	\$376,784	Ceo	\$179,430	<b>\$161,254</b>	2024
<a href="#">Dj Foundation Inc</a>	SC	\$384,636	Secretary, Director	\$20,000	<b>\$21,364</b>	2023
<a href="#">House Of Help City Of Hope Inc</a>	DC	\$385,223	Exec Director	\$67,820	<b>\$59,189</b>	2024
<a href="#">Family Promise Of Clear Creek</a>	TX	\$375,801	Executive Dir.	\$82,364	<b>\$81,940</b>	2024
<a href="#">Gsbcc Community Development Corp</a>	AL	\$375,728	Executive Director	\$13,000	<b>\$16,168</b>	2021
<a href="#">Theater Collaborative Of South Jersey</a>	NJ	\$375,641	Executive Director	\$18,027	<b>\$16,007</b>	2024
<a href="#">The Claddagh Fund Charities Inc</a>	MA	\$387,075	Executive Di	\$39,000	<b>\$35,884</b>	2023
<a href="#">Cast Hope</a>	CA	\$387,121	Officer	\$82,500	<b>\$70,850</b>	2024
<a href="#">Family Arts Needlework Shop Inc</a>	AZ	\$371,557	Director	\$62,402	<b>\$58,148</b>	2025
<a href="#">Georgia National Guard Family</a>	GA	\$370,846	Treasurer	\$48,360	<b>\$49,788</b>	2023
<a href="#">Acorn Global Advance</a>	SC	\$370,432	Secretary	\$79,800	<b>\$85,242</b>	2023
<a href="#">Michigan Statewide Independent Living Corporation</a>	MI	\$390,744	Executive Director	\$107,505	<b>\$110,358</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wilkes County Community Partnership Inc</a>	GA	\$391,762	Executive Director	\$41,483	<b>\$41,483</b>	2024
<a href="#">Josephine County Foundation</a>	OR	\$368,624	Treasurer & Ed	\$3,000	<b>\$2,771</b>	2024
<a href="#">Http</a>	DC	\$394,172	Executive Director	\$98,654	<b>\$86,100</b>	2024
<a href="#">Youth Business Alliance Inc</a>	CA	\$366,781	Executive Dir.	\$102,092	<b>\$87,676</b>	2024
<a href="#">Hine Corporation</a>	ME	\$365,989	President	\$69,000	<b>\$68,716</b>	2024
<a href="#">The Next Chapter Foundation Inc</a>	CO	\$396,464	President	\$66,904	<b>\$63,803</b>	2024
<a href="#">Merlin's Magic Wand Foundation</a>	CA	\$398,879	Foundation Manager	\$71,322	<b>\$61,251</b>	2024
<a href="#">The Dragon Kim Foundation</a>	CA	\$399,009	Chair-founder	\$113,679	<b>\$97,627</b>	2024
<a href="#">Riverside County Physicians Memorial</a>	CA	\$400,463	Ceo	\$50,138	<b>\$43,058</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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** 226 organizations. Compensation range \$770–\$338,315; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$380,577); for reference, expenses \$277,541 and assets \$508,842.

**ROLE MATCH** Lily A Pabian, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 51 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	48 <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 (Lily A Pabian) 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 226 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,458 is reasonable (approximately the 68<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 9, 2026.