

The National Foundation To End

Executive Director / CEO

EIN 823752131

CO · NTEE I72

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lori Poland, Executive Director / CEO** (\$138,598) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (I72).

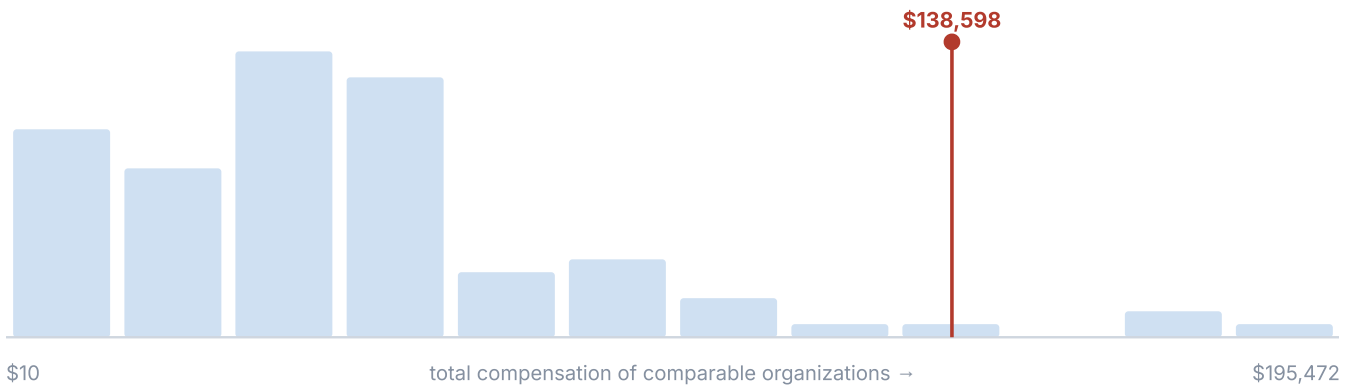
BUDGET Total revenue between \$82,035 and \$183,661 — 0.67x to 1.50x the subject's \$122,441 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography

→ **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,754	\$21,743	\$42,514	\$62,314	\$92,042	\$138,598
----------	----------	----------	----------	----------	-----------



● 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
Alliance For Higher Education	CO	\$122,429	Executive Di	\$22,349	\$22,349	2024
Morgantown Area Youth Services Project	WV	\$120,319	Exec Director	\$37,765	\$43,902	2023
Arkansas Policy Foundation	AR	\$118,975	Executive Direc	\$96,056	\$112,602	2024
Midland Kids First	MI	\$128,391	President &	\$50,667	\$56,151	2023
Sixth Judicial Court Casagal Program Inc	MT	\$128,567	Exec. Director	\$28,596	\$33,097	2023
Taking Action For Good	TN	\$115,785	Founder & Ceo	\$150,000	\$176,230	2022
Failsafe-era Inc	VA	\$115,465	President/ceo	\$6,000	\$6,220	2023
Chains Of Grace Inc	TX	\$115,338	Executive Director	\$56,700	\$60,897	2023
Legal Accountability Project	DC	\$129,621	President	\$79,720	\$72,957	2024
The Innocent Lives Foundation	PA	\$115,232	Coo	\$115,910	\$117,439	2025
The National Legal Foundation	VA	\$129,741	President And Director	\$87,598	\$85,933	2025
Court Watch Nola	LA	\$114,762	Executive Director	\$82,901	\$98,012	2023
Life After Justice	IL	\$113,155	Executive Director	\$77,184	\$79,135	2024
Nofires Inc	MA	\$113,064	Executive Di	\$54,600	\$51,169	2024
Spf-iimc	IL	\$112,649	President/ceo	\$30,975	\$32,696	2023
The Starts Within Organization	OH	\$132,733	Executive Director	\$37,500	\$42,645	2023
Parents Against Child Sex Abuse	IL	\$111,911	Executive Director	\$25,566	\$26,212	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Easterseals Housing Solutions Inc	MT	\$111,085	President/ce	\$16,543	\$18,597	2024
Clarinda Youth Corporation	IA	\$108,216	President	\$3,600	\$4,111	2024
Nevada Peace Officer Association	NV	\$107,204	President	\$9,600	\$10,035	2024
West Hamlin Unity Place Inc	WV	\$138,243	President	\$53,483	\$60,392	2024
Wisconsin Justice Initiative Inc	WI	\$138,548	Executive Dir.	\$84,000	\$91,489	2024
Pathways For Change Inc	FL	\$106,135	Executive Director	\$22,237	\$21,786	2024
Apoyo Legal Al Emprendimiento Comunitario Inc	PR	\$106,009	Director	\$32,000	\$32,945	2023
Dickenson County Recovery Inc	VA	\$139,345	Center Director	\$49,100	\$49,441	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT	90 organizations. Compensation range \$10–\$195,472; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$122,441); for reference, expenses \$496,640 and assets \$47,881. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lori Poland, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	88 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 (Lori Poland) 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 90 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$138,598 is reasonable (approximately the 97th 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.