

First Responders 1st

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lonnie Clouse, Executive Director / CEO** (\$120,708) against **every comparable organization** that fit the selection criteria — **196** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

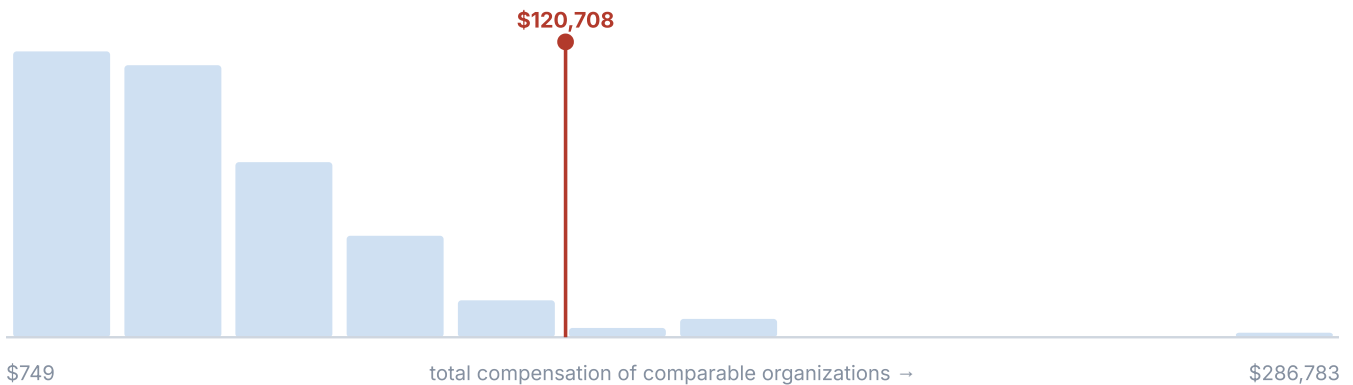
Benchmarked executive: Lonnie Clouse — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$156,123 and \$349,530 — 0.67x to 1.50x the subject's \$233,020 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

196 organizations qualified on sector, size, and geography → **196** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,060	\$21,103	\$37,205	\$61,294	\$91,161	\$120,708
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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 NC 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
Building Blocks Foundation	OH	\$233,269	Executive Director	\$39,134	\$40,114	2024
Full Circle Fund	CA	\$232,350	Executive Dir.	\$54,687	\$47,052	2023
Infinite Family	NY	\$232,148	President And Ceo	\$87,921	\$79,161	2023
My Brother's Keeper International	TN	\$234,449	President	\$35,627	\$37,313	2023
Freedom Project Network	MS	\$231,398	Executive Director	\$39,230	\$42,286	2024
Sfi Foundation Inc	PA	\$234,767	President/ceo	\$31,382	\$30,288	2024
Illinois Counseling Association Foundation	IL	\$235,273	Executive Director	\$64,375	\$61,251	2024
Hamblen County Foundation For	TN	\$230,307	Executive Director	\$30,000	\$30,519	2024
Amphibian Ark	MN	\$236,334	Program Officer	\$58,711	\$56,145	2024
Creating Caring Communities	CA	\$229,516	Executive Director	\$22,953	\$19,182	2024
Velocity Entrepreneurial Drive	CA	\$239,741	Executive Di	\$110,000	\$94,642	2023
The Sumner Station Foundation	NJ	\$240,014	President & Treasurer	\$135,147	\$116,780	2024
Virgil Abloh Foundation	NY	\$225,540	Executive Director	\$53,125	\$46,460	2024
The Jadynd Fred Fund	MT	\$240,925	Executive Director	\$26,532	\$28,497	2023
Ted Lindsay Foundation	MI	\$242,028	President	\$24,000	\$23,975	2024
Families Matter Food Pantry Inc	PA	\$223,699	Board Member	\$21,600	\$21,463	2023
Vision Hudson Valley	NY	\$223,450	Director	\$80,000	\$72,029	2023
70x7 Foundation Inc	GA	\$242,895	Executive Dir.	\$51,667	\$50,278	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blaze Credit Union Foundation	MN	\$244,151	Ceo - Credit Union	\$47,218	\$45,155	2024
Biletnikoff Foundation	CA	\$244,689	Executive Direc	\$73,500	\$61,424	2024
The Rauch Foundation Inc	IN	\$220,940	Ceo	\$22,276	\$23,407	2023
Fernando Foundation Inc	GA	\$220,900	President	\$95,399	\$92,834	2024
Light Of Life Performing Arts	PA	\$245,294	Board Chair	\$30,105	\$29,055	2024
Saving Grace K9s	NC	\$245,382	Director	\$24,000	\$24,709	2023
Shane Mcconkey Foundation	CA	\$220,153	President	\$50,000	\$41,785	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	196 organizations. Compensation range \$749–\$286,783; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$233,020); for reference, expenses \$181,254 and assets \$630,867.
ROLE MATCH	Lonnie Clouse, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	96 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	77 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 (Lonnie Clouse) 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 196 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,708 is reasonable (approximately the 96th 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.