

Steen Mountain Defenders

Executive Director / CEO

EIN 824564401

OR · NTEE I80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John B Lamborn, Executive Director / CEO** (\$95,046) against **every comparable organization** that fit the selection criteria — **104** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

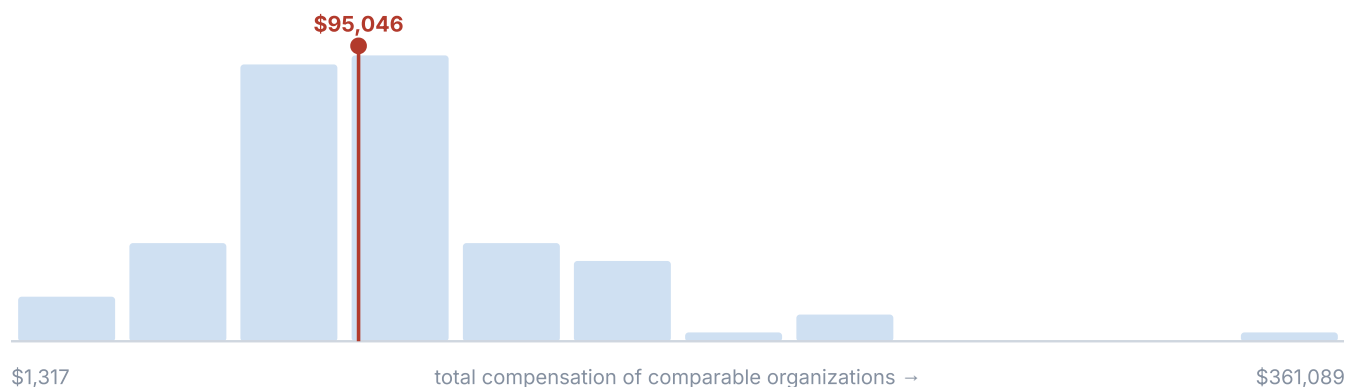
Benchmarked executive: John B Lamborn — reported title “Ex Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I80).
BUDGET	Total revenue between \$316,178 and \$707,862 — 0.67x to 1.50x the subject's \$471,908 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I80), nationwide + budget 0.67–1.5x revenue.

104 organizations qualified on sector, size, and geography → **104** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$53,005	\$76,923	\$96,010	\$117,731	\$157,387	\$95,046
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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 OR 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
Access The Law	OR	\$472,403	Excutive Director	\$113,377	\$116,726	2023
All For The Family Legal Clinic Inc	CA	\$466,149	Managing Attorney Ceo	\$94,246	\$87,634	2024
Software Freedom Law Center Inc	NY	\$478,107	Pres, Exec Dir, & Chairman	\$61,584	\$58,380	2025
Restoring Justice	TX	\$464,811	Ceo	\$122,405	\$131,850	2024
Triple Twelve Ministries Inc	KY	\$461,984	Executive Director	\$85,231	\$96,063	2025
University Student Legal Services	NC	\$459,750	Attorney	\$128,596	\$147,308	2023
Energy & Mineral Law Foundation	KY	\$458,300	Executive Director	\$143,586	\$166,116	2024
South Alabama Volunteer Lawyers Program	AL	\$455,874	Executive Director	\$70,449	\$84,377	2023
Christian Legal Clinics Of Philadelphia	PA	\$455,121	Executive Director	\$92,475	\$99,304	2024
Step Up To Justice	AZ	\$488,880	Executive Director	\$90,176	\$93,387	2024
Innocent	MI	\$452,829	President	\$88,000	\$97,809	2024
Casa Of Grant County Inc	IN	\$448,126	Executive Director	\$67,097	\$78,444	2023
Open Hands Legal Services Inc	NY	\$443,206	Executive Director	\$107,981	\$108,174	2023
Voices For Children Inc	MD	\$438,297	Executive Director	\$84,342	\$82,721	2025
Annapolis Immigration Justice Network Inc	MD	\$437,410	Executive Director From June 2023	\$52,613	\$54,532	2023
Choosing Justice Initiative	TN	\$436,697	President	\$101,093	\$114,426	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Student Legal Services	NC	\$507,722	Director	\$174,472	\$194,126	2024
Indian Legal Assistance Program	MN	\$508,568	Executive Di	\$105,043	\$108,887	2025
Szuba Guardian Care Solutions Inc	FL	\$512,833	President	\$72,356	\$73,195	2024
Florida Defense Lawyers Association	FL	\$513,952	Non Voting M	\$76,900	\$77,792	2024
Utah Domestic Violence Legal Services	UT	\$515,117	Executive Director	\$89,900	\$102,005	2023
William E Morris Institute For Justice	AZ	\$517,862	Executive Dir.	\$119,300	\$123,548	2024
Arizona Senior Citizens	AZ	\$424,724	Interim Dire	\$103,514	\$107,200	2024
The Liberty Initiative Inc	AR	\$424,640	Executive Di	\$47,800	\$57,857	2024
Centro Legal Por Derechos Humanos Inc	WI	\$519,279	Executive Director	\$79,900	\$89,855	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	104 organizations. Compensation range \$1,317–\$361,089; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$471,908); for reference, expenses \$444,888 and assets \$65,163.
ROLE MATCH	John B Lamborn, reported title " <i>Ex Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	48 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	44 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 (John B Lamborn) 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 104 similarly situated organizations (Same NTEE sector (180), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,046 is reasonable (approximately the 48th 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.