

# Friends Of Sharing The Dream In Guatemala

Executive Director / CEO

EIN 830385287

SD · NTEE Q33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lauren Vaske, Executive Director / CEO** (\$43,100) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

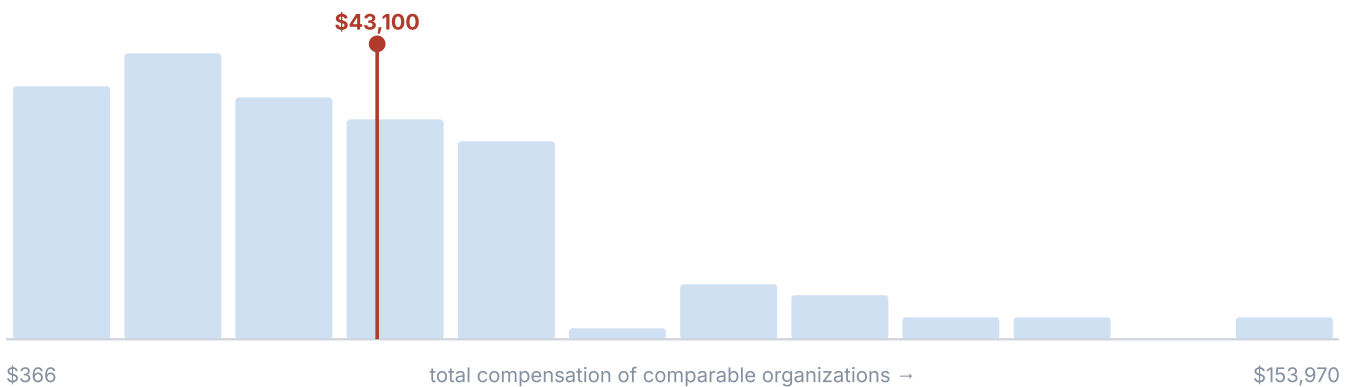
**Benchmarked executive:** Lauren Vaske — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$119,051 and \$266,533 — 0.67x to 1.50x the subject's \$177,689 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**125** organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,580	\$18,778	\$34,170	\$53,637	\$81,271	\$43,100
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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 SD 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="#">Head First Development</a>	UT	\$179,547	Exec. Vp, Op	\$86,278	<b>\$82,374</b>	2023
<a href="#">African Outreach Ministries</a>	IL	\$180,019	Director	\$22,680	<b>\$20,203</b>	2024
<a href="#">Aidak</a>	MD	\$181,092	Board Member	\$2,678	<b>\$2,269</b>	2024
<a href="#">Love Never Fails International Inc</a>	NJ	\$181,672	Founder & Executive Director	\$44,615	<b>\$37,160</b>	2023
<a href="#">Breaking The Chain</a>	NJ	\$184,311	President & Ceo	\$29,621	<b>\$24,671</b>	2023
<a href="#">Raising Hope Inc</a>	PA	\$171,014	President	\$21,140	<b>\$19,102</b>	2024
<a href="#">Compassion Connection</a>	CA	\$185,155	Ceo/president	\$79,500	<b>\$62,202</b>	2024
<a href="#">Womens And Children's Advocacy Cent</a>	OR	\$185,789	Executive Di	\$52,699	<b>\$43,201</b>	2025
<a href="#">Canopy International Inc</a>	TX	\$186,073	President And Director	\$121,764	<b>\$110,364</b>	2024
<a href="#">Partners For Cancer Care And</a>	MD	\$166,465	Executive Director	\$61,500	<b>\$53,637</b>	2023
<a href="#">Heart Of Christ-corazon De Cristo Inc</a>	AL	\$165,779	President	\$11,300	<b>\$11,061</b>	2024
<a href="#">Christian Dominican Medical Mission</a>	TX	\$165,638	Intern Director	\$5,616	<b>\$5,090</b>	2024
<a href="#">Haiti H2o</a>	PA	\$189,785	Executive Director	\$25,000	<b>\$22,590</b>	2024
<a href="#">Romanian Children's Relief Inc</a>	FL	\$191,256	Executive Director	\$24,800	<b>\$21,110</b>	2024
<a href="#">Ten Thousand Villages-richmond Va Inc</a>	VA	\$191,403	Exec Dir Store Mgr	\$53,000	<b>\$46,368</b>	2024
<a href="#">Children Up</a>	IL	\$163,314	Executive Director	\$46,388	<b>\$40,257</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Engineers Without Borders-International</a>	CO	\$192,242	Executive Director	\$60,000	<b>\$53,670</b>	2023
<a href="#">The Small-scale Sustainable Infra-</a>	MA	\$163,039	Treasurer	\$24,750	<b>\$20,747</b>	2023
<a href="#">Barnabas Ministries Inc</a>	PA	\$162,050	Executive Di	\$36,000	<b>\$32,529</b>	2024
<a href="#">To Cry For Grace Inc</a>	TN	\$193,465	President	\$4,800	<b>\$4,707</b>	2023
<a href="#">Haiti Medical Mission Of Wisconsin Inc</a>	WI	\$194,257	Executive Director	\$49,453	<b>\$48,180</b>	2023
<a href="#">Parish Twinning Program Of The Americas</a>	IN	\$160,994	Executive Director	\$100,000	<b>\$98,376</b>	2023
<a href="#">Rural Gospel &amp; Medical Missions Of</a>	KS	\$195,082	President	\$54,800	<b>\$53,643</b>	2024
<a href="#">Global Vision Outreach Inc</a>	FL	\$159,908	Director	\$7,906	<b>\$6,929</b>	2023
<a href="#">Go Inc</a>	OR	\$195,842	Director Of Operations	\$23,367	<b>\$19,662</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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	125 organizations. Compensation range \$366–\$153,970; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$177,689); for reference, expenses \$207,508 and assets \$212,525.
ROLE MATCH	Lauren Vaske, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 5 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	55 <sup>th</sup>
Reportable pay only (column D), adjusted	62 <sup>nd</sup>
All sources (D + E + F), adjusted	60 <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 (Lauren Vaske) 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 125 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,100 is reasonable (approximately the 60<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.