

Word Is Bond

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lakayana Drury, Executive Director / CEO** (\$68,895) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Lakayana Drury — 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 (R30).

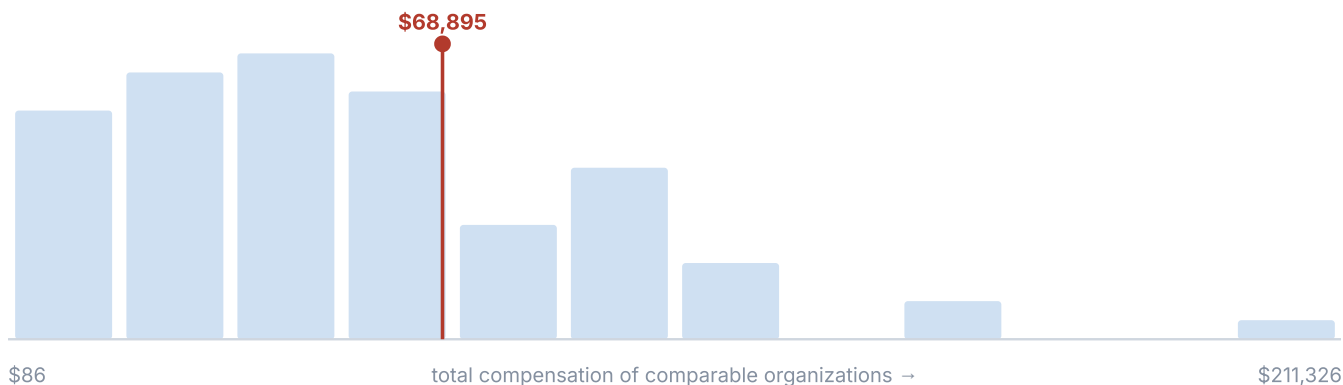
BUDGET Total revenue between \$80,909 and \$181,141 — 0.67x to 1.50x the subject's \$120,761 (the band tightens as size grows).

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

76 organizations qualified on sector, size, and geography

→ **76** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,152

\$26,462

\$51,303

\$77,247

\$98,884

\$68,895



■ 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
Right To Life Of Southwest Indiana	IN	\$120,757	Executive Director	\$82,323	\$93,484	2023
Equalitymaine	ME	\$120,560	Pgm Director/exec Dir.	\$17,666	\$18,502	2024
Christian Womens Job Corps Of Rusk	TX	\$121,524	Executive Dir.	\$45,691	\$47,804	2024
Immigrant Hope	MN	\$119,748	Board Member	\$28,252	\$30,061	2023
Rhode Island Cross Disability Coalition	RI	\$117,708	Operations Manager	\$4,641	\$4,655	2024
Memphis For All	TN	\$124,252	Board Member	\$38,642	\$43,739	2023
Progress Texas	TX	\$116,557	Executive Director	\$12,138	\$13,075	2023
Oregon Firearms Federation	OR	\$125,325	Director	\$55,000	\$55,000	2023
Trunorth Foundation	CO	\$115,536	President & Ceo	\$75,000	\$75,219	2024
Unity Women's Desk Inc	NC	\$115,519	Pres. / Coor	\$64,828	\$70,061	2024
Rhode Island State Right To Life Committee Inc	RI	\$114,176	Executive Director	\$43,350	\$44,761	2023
The Fund For Northern Tier Development	PA	\$114,107	Executive Director	\$56,000	\$58,410	2024
Sankofa Impact	WA	\$113,817	Executive Director	\$123,013	\$118,595	2023
Center For The Healing Of Racism	TX	\$112,124	Executive Director	\$75,000	\$80,787	2023
North Carolina Family Policy	NC	\$129,563	President	\$21,058	\$22,758	2024
Welfare Rights Organization	LA	\$130,354	Executive Director	\$20,223	\$23,979	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peach Concerned Citizens Inc	GA	\$131,236	Ceo	\$15,530	\$16,815	2023
Illinois Alliance For Retired Americans	IL	\$109,743	Executive Dir.	\$58,058	\$59,699	2024
Virginia Coalition For Open	VA	\$109,373	Executive Di	\$61,000	\$61,604	2024
League Of Women Voters Of	CA	\$108,868	Executive Director	\$72,560	\$65,533	2024
Broward Organized Leaders Doing Justice	FL	\$132,971	Lead Organizer	\$95,708	\$96,818	2023
A Is For	NY	\$107,850	Executive Director	\$26,000	\$25,299	2023
Unitarian Universalists For Social Justice	DC	\$107,475	Executive Director	\$33,456	\$31,614	2023
Medgar And Myrlie Evers Institute	MS	\$106,645	Executive Director	\$64,170	\$76,960	2023
Family Diversity Projects Inc	MA	\$135,057	President	\$73,108	\$68,714	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 2023 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	76 organizations. Compensation range \$86–\$211,326; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$120,761); for reference, expenses \$338,534 and assets \$51,332. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lakayana Drury, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	70 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	55 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 (Lakayana Drury) 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 76 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,895 is reasonable (approximately the 70th 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.