

Illinois Lyme Association

Executive Director / CEO

EIN 832564041

IL · NTEE G03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Russell, Executive Director / CEO** (\$67,092) against **every comparable organization** that fit the selection criteria — **322** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

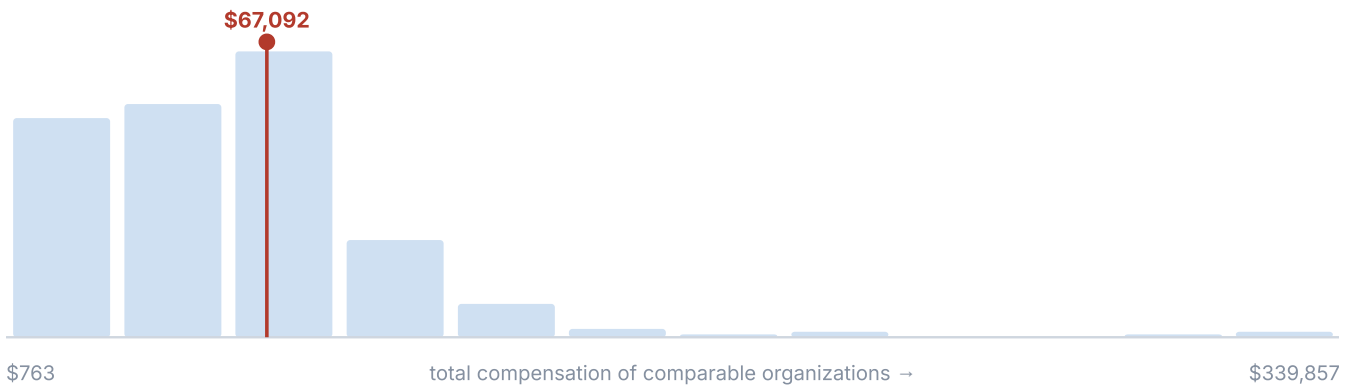
Benchmarked executive: Jennifer Russell — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G03).
BUDGET	Total revenue between \$172,902 and \$387,096 — 0.67x to 1.50x the subject's \$258,064 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

322 organizations qualified on sector, size, and geography → **322** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,608	\$29,293	\$56,683	\$77,733	\$97,159	\$67,092
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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 IL 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
Abilities Workshop Inc	FL	\$257,827	Director	\$40,000	\$38,222	2024
Ourbrainbank Inc	NY	\$257,798	Interm Executive Director	\$88,464	\$83,713	2023
Spectrum Health Care	MO	\$258,493	Executive Director	\$15,396	\$16,587	2024
Life's Worc Foundation Inc	NY	\$257,621	Cao/ceo (Eff	\$16,390	\$15,510	2023
American Chronic Pain Association	KS	\$256,999	Ceo	\$63,333	\$71,652	2023
Lifesight	SD	\$259,141	Executive Director	\$98,182	\$110,218	2024
Resilient Sisterhood Project Inc	MA	\$259,170	Executive Director	\$124,243	\$113,564	2024
Reaction Resources Inc	FL	\$259,710	Ceo	\$47,649	\$45,531	2024
Donor Outreach For Veterans Corp	NJ	\$255,798	Executive Director	\$63,334	\$57,518	2024
Montana Empowerment Center Inc	MT	\$260,607	Executive Director	\$52,582	\$59,356	2023
5-eleven Hoops	CA	\$260,670	Executive Director	\$25,600	\$22,485	2024
Asociacion Latina De Asistencia Y	IL	\$260,744	Executive Di	\$70,000	\$72,068	2023
National Association For Down Syndrome	IL	\$260,977	Excecutive Director	\$80,008	\$80,008	2024
Autism After 21 Inc	FL	\$254,859	Director	\$40,000	\$38,222	2024
Xlh Network Inc	NY	\$261,780	Executive Director	\$64,080	\$58,899	2024
Hope Lives The Lydia Dody Breast	CO	\$261,871	Executive Di	\$71,880	\$70,108	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sister2sister	NJ	\$261,907	President	\$28,810	\$26,937	2023
Diabetes Solution Of Oklahoma	OK	\$254,161	Executive Dir.	\$52,048	\$60,018	2023
Asociacion Puertorriquena De Diabetes Inc	PR	\$254,138	Executive Director	\$42,000	\$42,000	2024
The Color Of Autism Foundation	MI	\$262,020	Chief Executive Officer	\$85,300	\$92,202	2023
Mesquite Cancer Help Society	NV	\$262,030	Executive Administrator	\$12,075	\$12,312	2024
Niekro Aneurysm And Avm Foundation	TX	\$252,971	Executive Director	\$90,385	\$91,966	2024
Down Syndrome Network Inc	AZ	\$263,264	Executive Director	\$77,200	\$77,750	2023
Art Of Life Cancer Foundation Inc	CA	\$252,814	Executive Dir.	\$91,445	\$80,319	2024
Pacific Northwest Gastroenterology Society	WA	\$252,579	Executive Director	\$36,000	\$33,753	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **322** organizations. Compensation range \$763–\$339,857; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$258,064); for reference, expenses \$233,609 and assets \$96,673.

ROLE MATCH	Jennifer Russell, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 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	60 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	54 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 (Jennifer Russell) 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 322 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,092 is reasonable (approximately the 60th 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.