

# Barbara Jordan Institute

Executive Director / CEO

EIN 832791831

TX · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lorraine Birabil, Executive Director / CEO** (\$3,607) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 8<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Lorraine Birabil — 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 (B99).

**BUDGET** Total revenue between \$16,661 and \$37,302 — 0.67x to 1.50x the subject's \$24,868 (the band tightens as size grows).

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

**71** organizations qualified on sector, size, and geography

→ **71** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,114

\$8,430

\$16,334

\$34,480

\$92,631

\$3,607



## ■ 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 TX 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="#">Painting Hope</a>	MN	\$24,886	President	\$25,500	<b>\$24,466</b>	2024
<a href="#">National Marine Inst Inc</a>	FL	\$25,115	Executive Director	\$21,600	<b>\$19,703</b>	2024
<a href="#">Downtowners Inc</a>	OH	\$24,557	Executive Director	\$4,000	<b>\$4,114</b>	2024
<a href="#">The Environmental Charter School</a>	PA	\$24,329	Trustee	\$54,032	<b>\$52,321</b>	2024
<a href="#">Raise A Child Of The Carolinas</a>	NC	\$25,544	Ceo	\$3,992	<b>\$4,005</b>	2024
<a href="#">The Gavin Dillard Poetry Library And Archive Inc</a>	NC	\$24,034	Founder	\$900	<b>\$903</b>	2024
<a href="#">Cardinal Funds Inc</a>	IN	\$25,806	Board Member	\$30,811	<b>\$32,482</b>	2023
<a href="#">Mcfarlane-cure Charitable Trust</a>	WI	\$23,904	Trustee	\$200	<b>\$203</b>	2024
<a href="#">Educate Nky Inc</a>	KY	\$23,868	President &	\$114,583	<b>\$119,536</b>	2024
<a href="#">The Kinkaid Investments Foundation</a>	TX	\$25,940	Cfo	\$42,194	<b>\$42,194</b>	2023
<a href="#">Tidioute Library Association Inc</a>	PA	\$25,967	Executive Director	\$20,873	<b>\$20,809</b>	2023
<a href="#">The Freidenrich Support Foundation</a>	CA	\$26,259	Director/secretary/treasurer	\$31,436	<b>\$26,358</b>	2024
<a href="#">Laker Educational Foundation</a>	MN	\$23,401	Executive Dir.	\$6,590	<b>\$6,160</b>	2025
<a href="#">Literacy Volunteers Of Fauquier County</a>	VA	\$23,398	Executive Director	\$11,000	<b>\$10,313</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Chiropractic Foundation</a>	VA	\$26,437	Executive Vice President	\$17,826	<b>\$17,206</b>	2023
<a href="#">Berlin Free Library Association</a>	CT	\$26,698	Head Librarian	\$15,068	<b>\$13,719</b>	2024
<a href="#">Sheffield Township Library</a>	PA	\$26,715	Librarian	\$15,152	<b>\$14,672</b>	2024
<a href="#">Local 417 Scholarship Fund</a>	NY	\$22,978	Trustee	\$108,364	<b>\$92,631</b>	2025
<a href="#">Achieving Academic Success</a>	CO	\$22,822	Executive Director	\$17,050	<b>\$15,875</b>	2024
<a href="#">Plumbers &amp; Pipefitters Local 104 Scholarship Fund</a>	MA	\$27,060	President	\$90,715	<b>\$81,493</b>	2023
<a href="#">Elias E Tucker Trust Fund</a>	ME	\$22,394	President/director	\$228,295	<b>\$221,973</b>	2024
<a href="#">The Exploris Foundation</a>	NC	\$22,055	Board Member	\$9,462	<b>\$9,774</b>	2023
<a href="#">The Professional Institute For</a>	PA	\$21,644	Executive Director	\$35,000	<b>\$34,892</b>	2023
<a href="#">Norris Square Education Corporation</a>	PA	\$21,499	Ceo-xiente	\$16,868	<b>\$16,334</b>	2024
<a href="#">Sizer School Foundation Inc</a>	MA	\$21,296	Board Memeber	\$6,749	<b>\$6,063</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	71 organizations. Compensation range \$203–\$221,973; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$24,868); for reference, expenses \$84,756 and assets \$10,635. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Lorraine Birabil, reported title " <i>Executive Director</i> "; benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	8 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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 (Lorraine Birabil) 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 71 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$3,607 is reasonable (approximately the 8<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.