

# The Lowry Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jeane Larkins, Executive Director / CEO** (\$24,270) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Jeane Larkins — reported title "INTERIM ED", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S31).

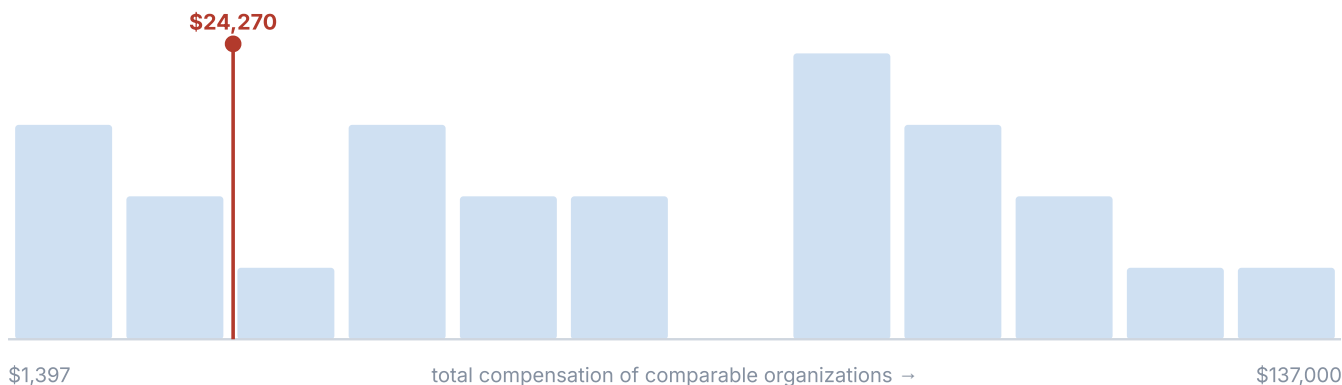
**BUDGET** Total revenue between \$87,020 and \$194,823 — 0.67x to 1.50x the subject's \$129,882 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

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

→ **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,389

\$35,754

\$64,373

\$94,681

\$107,210

**\$24,270**



## ■ 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 CO 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="#">Charles Street Development Corp</a>	MD	\$128,646	Executive Director	\$58,500	<b>\$57,038</b>	2024
<a href="#">Citywide Small Business Development</a>	OH	\$131,178	President	\$46,542	<b>\$51,409</b>	2024
<a href="#">Friends Of Historic Downtown West Branch</a>	IA	\$131,292	Exec Director	\$57,903	<b>\$66,119</b>	2024
<a href="#">The Andre Sayegh Civic Association Inc</a>	NJ	\$125,456	Treasurer	\$1,500	<b>\$1,397</b>	2024
<a href="#">Jamestown Regional Entrepreneur Center</a>	ND	\$135,026	Key Employee	\$75,539	<b>\$86,452</b>	2024
<a href="#">Blackville Community Development</a>	SC	\$122,207	Executive Director	\$8,170	<b>\$9,151</b>	2023
<a href="#">Go-edc Foundation Inc</a>	WI	\$117,428	President & Ceo	\$18,313	<b>\$19,946</b>	2024
<a href="#">Urban Strategic Solutions</a>	CA	\$116,537	Ceo	\$120,000	<b>\$108,064</b>	2024
<a href="#">Cass Logansport Economic Developmen</a>	IN	\$143,763	Executive Di	\$80,501	<b>\$88,534</b>	2024
<a href="#">Agricultural Development Initiatives</a>	TN	\$146,233	Ceo, President, Director	\$85,800	<b>\$96,833</b>	2023
<a href="#">Downtown Mebane Development Corporation</a>	NC	\$152,611	Executive Director	\$38,020	<b>\$39,913</b>	2025
<a href="#">Comeunity Cafe</a>	TN	\$156,995	Assistant	\$19,360	<b>\$21,850</b>	2023
<a href="#">Fredericksburg Virginia Main Street Inc</a>	VA	\$160,940	Interim Executive Director	\$35,000	<b>\$36,284</b>	2023
<a href="#">The Valley Center Opportunity Zone</a>	NV	\$161,025	President Ceo	\$35,000	<b>\$36,588</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cathedral District-jax Inc</a>	FL	\$165,794	Ceo/presiden	\$93,675	<b>\$91,774</b>	2024
<a href="#">Columbia Valley Housing Association Db</a>	WA	\$171,894	Executive Dir.	\$35,538	<b>\$34,162</b>	2023
<a href="#">Greater Austin San Antonio Corridor</a>	TX	\$172,168	President	\$131,325	<b>\$137,000</b>	2024
<a href="#">Main Street Fort Pierce Inc</a>	FL	\$172,200	Executive Di	\$107,307	<b>\$102,420</b>	2025
<a href="#">Baltimore Avenue Redevelopment Corporation</a>	PA	\$174,500	President	\$80,418	<b>\$83,635</b>	2024
<a href="#">Albia Industrial Development</a>	IA	\$178,441	President	\$107,184	<b>\$122,393</b>	2024
<a href="#">Economic Development Alliance Of</a>	OH	\$187,785	Economic Development Direc	\$4,532	<b>\$5,006</b>	2024
<a href="#">Downtown West Allis Inc</a>	WI	\$191,279	Exec Director	\$57,500	<b>\$62,626</b>	2024
<a href="#">Pawtucket Foundation</a>	RI	\$192,116	Executive Di	\$108,000	<b>\$105,216</b>	2025
<a href="#">Grant County Economic Development Corporation</a>	KS	\$194,562	Executive Director	\$81,007	<b>\$93,964</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 24 organizations. Compensation range \$1,397–\$137,000; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$129,882); for reference, expenses \$239,678 and assets \$3,283,423. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Jeane Larkins, reported title "*INTERIM ED*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	13 <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 (Jeane Larkins) 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 24 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,270 is reasonable (approximately the 21<sup>st</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.