

Lilys Pad

Executive Director / CEO

EIN 842851755
 AZ · NTEE O50
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Dawn Garza, Executive Director / CEO** (\$68,000) against **every comparable organization** that fit the selection criteria — **498** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

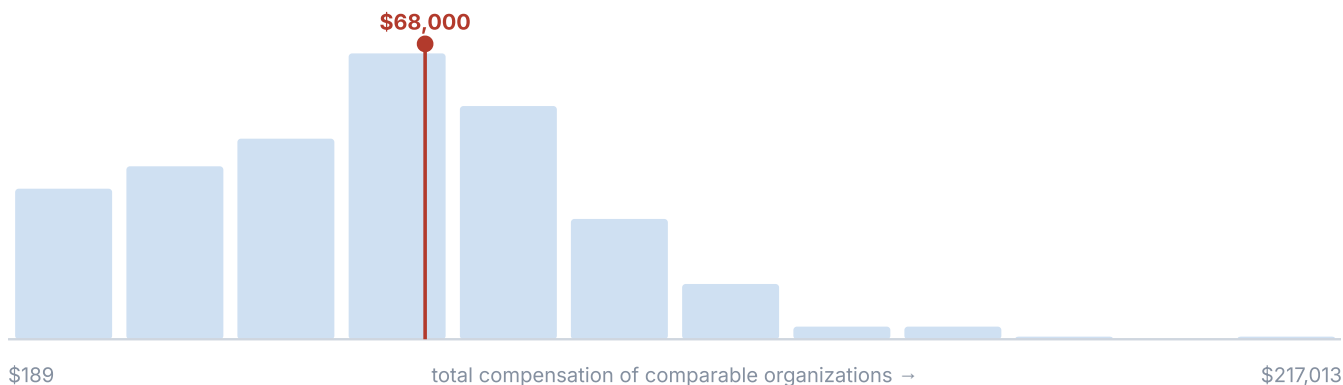
Benchmarked executive: Dawn Garza — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$229,846 and \$514,582 — 0.67x to 1.50x the subject's \$343,055 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

498 organizations qualified on sector, size, and geography → **498** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,325	\$34,577	\$61,347	\$81,079	\$100,880	\$68,000
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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 AZ 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
Santa Barbara School Of Squash	CA	\$342,875	Executive Director	\$106,670	\$95,776	2024
Santa Clara Diving Club	CA	\$343,321	Head Coach	\$95,150	\$85,432	2024
Adirondack Ski Touring Council Inc	NY	\$342,606	Executive Dir.	\$80,000	\$75,167	2024
Reach And Teach Inc	AL	\$343,532	Executive Di	\$10,667	\$11,983	2024
Pursuit Of Innovation	IA	\$343,716	Executive Director	\$130,000	\$148,007	2024
East Los Angeles Boys And Girls Club	CA	\$342,376	Executive Director	\$67,320	\$62,229	2023
Ourtism	CA	\$343,806	Founder	\$30,414	\$28,114	2023
Levon Ishtoyan Foundation	CA	\$342,158	Treasurer	\$28,000	\$25,883	2023
The Promise Center Of Homewood Inc	PA	\$344,224	President	\$15,000	\$15,554	2024
Videogames And Esports Foundation	KS	\$344,359	President	\$10,000	\$11,233	2024
Breitling Performing Arts	TX	\$344,458	Board Director, Driver, Set Builder	\$48,500	\$50,446	2024
Triumph Seminars Nfp	IL	\$341,417	Chairperson	\$100,375	\$105,639	2023
Listen To Our Future Inc	IN	\$345,202	Ceo	\$50,125	\$54,964	2024
Progressive Leadership Initiative Education Fund Inc	DC	\$345,359	President	\$15,936	\$14,541	2024
Purcellville Teen Centerincorporated	VA	\$345,362	President	\$87,500	\$87,848	2024
Liberty Lodge Inc	FL	\$346,422	Director	\$37,208	\$36,345	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Srd-straightening Reins Foundation	CA	\$346,745	Director	\$35,256	\$31,655	2024
Little Friends For Peace Inc	MD	\$339,254	Co Director	\$80,800	\$78,547	2024
Rsa Of Dance And Performing Arts	TX	\$347,192	Executive Director	\$48,000	\$49,926	2024
Vision Ministries Outreach Inc	FL	\$347,410	Director	\$67,308	\$65,747	2024
Saint Florian Center Inc	IN	\$338,695	Executive Director	\$51,000	\$55,923	2024
Sola Robotics	CA	\$347,696	Executive Director	\$57,960	\$52,040	2024
Blueprint 58 Inc	GA	\$347,869	President & Ceo	\$69,750	\$72,924	2024
The Greenhouse	CA	\$348,281	Executive Director (March To Present)	\$59,913	\$53,794	2024
Prodigy Preparatory	PA	\$337,818	Ceo	\$70,000	\$72,585	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	498 organizations. Compensation range \$189–\$217,013; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$343,055); for reference, expenses \$330,031 and assets \$1,161,780.
ROLE MATCH	Dawn Garza, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers 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	59 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	58 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 (Dawn Garza) 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 498 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,000 is reasonable (approximately the 59th 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.