

Lantern Publishing & Media

Executive Director / CEO

This analysis benchmarks the total compensation of **Brian Normoyle, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

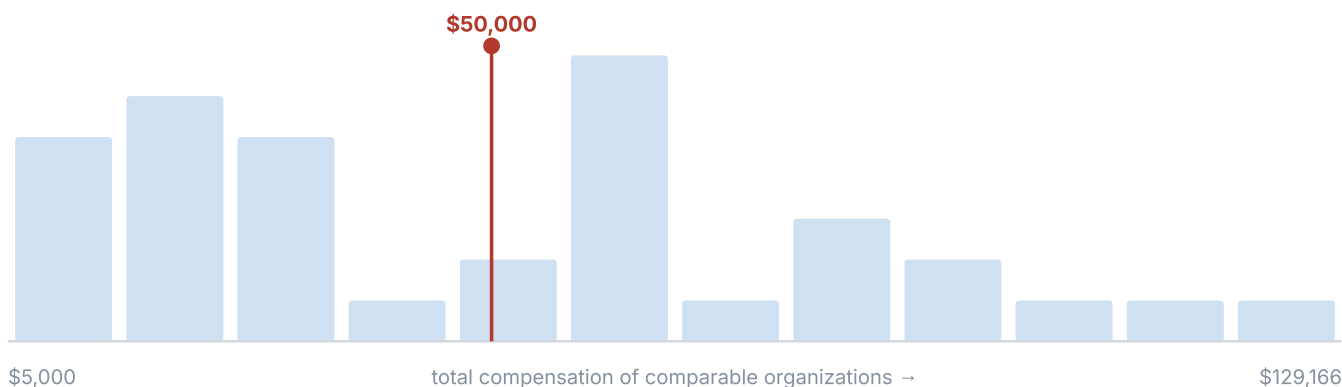
Benchmarked executive: Brian Normoyle — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (A33). |
| BUDGET | Total revenue between \$121,738 and \$272,548 — 0.67x to 1.50x the subject's \$181,699 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (A33), nationwide + budget 0.67–1.5x revenue. |

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|----------|----------|
| \$14,126 | \$20,224 | \$51,739 | \$66,563 | \$90,706 | \$50,000 |
|----------|----------|----------|----------|----------|----------|



● 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 NY 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 |
|--|-------|-----------|--------------------------|-----------------|------------------|------|
| The Codex Foundation | CA | \$180,771 | Executive Di | \$85,500 | \$81,703 | 2024 |
| India Childrens Press | CA | \$183,719 | Ceo | \$55,000 | \$54,111 | 2023 |
| Media Ecosystems Analysis | MA | \$184,241 | President & | \$126,160 | \$129,166 | 2023 |
| Catamaran Literary Reader | CA | \$178,599 | Executive Director | \$91,952 | \$87,869 | 2024 |
| Dialogue Foundation | UT | \$176,457 | Trustee | \$27,500 | \$31,147 | 2024 |
| Western States Communication Association | MT | \$187,356 | Executive Director | \$12,500 | \$15,351 | 2023 |
| Latin American Perspectives Inc | CA | \$190,599 | Vice President | \$19,875 | \$18,992 | 2024 |
| Border Belt Reporting Inc | NC | \$172,493 | President | \$25,000 | \$28,587 | 2024 |
| Student Media Corporation | KS | \$163,991 | General Manager | \$46,370 | \$57,076 | 2023 |
| Fellowship For Intentional Community Inc | MO | \$200,800 | Manager | \$19,462 | \$22,812 | 2024 |
| The Denver Homeless Voice | CO | \$201,906 | Executive Director | \$56,375 | \$61,589 | 2023 |
| Targum Publishing Company | NJ | \$209,199 | Editor In Chief - Member | \$10,226 | \$10,104 | 2024 |
| Superstars Writing | CO | \$212,953 | Member | \$24,570 | \$26,843 | 2023 |
| Inlandia Institute Inc | CA | \$213,419 | Executive Director | \$64,220 | \$61,368 | 2024 |
| Self Knowledge Symposium Foundation | NC | \$148,687 | Accountant | \$18,000 | \$21,191 | 2023 |
| School Science And Mathematics Association | OK | \$148,325 | Executive Director | \$12,000 | \$14,623 | 2024 |
| Sustainability Institute Inc | VT | \$216,115 | Co-director | \$87,245 | \$100,050 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|--------------------|-----------------|-----------------|------|
| Latinx Kidlit Book Festival Inc | NY | \$146,948 | Treasurer | \$5,000 | \$5,000 | 2024 |
| Dzanc Books Inc | MI | \$217,668 | Editor-in-chief | \$50,000 | \$58,800 | 2023 |
| Medical Physics Publishing Corporation | WI | \$138,456 | General Manager | \$57,105 | \$65,999 | 2024 |
| The Observer | IN | \$227,989 | Editor-in-chief | \$5,396 | \$6,483 | 2023 |
| The Institute For Jewish Research | MA | \$129,559 | President | \$59,500 | \$59,170 | 2024 |
| The Land Cle | OH | \$234,577 | Executive Director | \$79,000 | \$92,597 | 2024 |
| Evangelical Press Association Inc | AZ | \$235,359 | Executive Director | \$83,936 | \$87,029 | 2025 |
| Chinese Seattle News | WA | \$126,707 | President | \$18,000 | \$17,375 | 2025 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 35 organizations. Compensation range \$5,000–\$129,166; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$181,699); for reference, expenses \$243,532 and assets \$269,817.

ROLE MATCH Brian Normoyle, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

| BASIS | SUBJECT PERCENTILE |
|---|--------------------|
| Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default | 49 th |
| Total compensation (D + F), as reported (no adjustments) | 57 th |
| Reportable pay only (column D), adjusted | 51 st |
| All sources (D + E + F), adjusted | 49 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 (Brian Normoyle) 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 35 similarly situated organizations (Same NTEE sector (A33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 49th 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.