

Libbys Friends

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lane Hagan, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

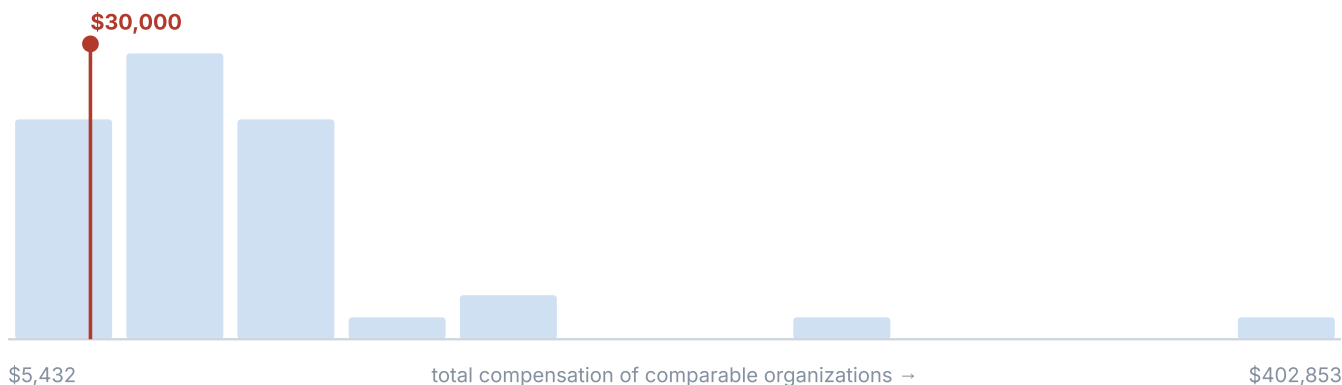
Benchmarked executive: Lane Hagan — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E12).
BUDGET	Total revenue between \$292,219 and \$654,222 — 0.67x to 1.50x the subject's \$436,148 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,583	\$35,392	\$58,882	\$89,430	\$128,151	\$30,000
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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 AL 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
Women's Cancer Research Foundation	CA	\$431,240	President	\$185,371	\$148,165	2024
Yoakum Community Hospital Foundation	TX	\$441,581	Ex-officio	\$35,104	\$33,464	2023
Montana Consortium For Urban Indian	MT	\$425,000	Executive Director	\$9,600	\$9,862	2023
Ghf Community Fund	WA	\$451,308	President/ceo	\$49,559	\$49,783	2020
Operation Enduring Support Inc	TX	\$404,507	Executive Director	\$63,500	\$58,796	2024
Elevator Constructors Local 5 Charitable	PA	\$400,476	Trustee	\$96,558	\$91,763	2023
Chris Klug Foundation	CO	\$485,000	Executive Director	\$86,750	\$79,271	2023
Dc Firefighters Burn Foundation	DC	\$488,251	President	\$21,625	\$17,565	2024
Pink Warrior Advocates	TX	\$379,157	Director Of Programs	\$48,000	\$45,757	2023
Augustana Care Foundation	MN	\$376,914	President/ceo	\$108,350	\$102,027	2023
Wilkes Medical Center Foundation	NC	\$495,387	Director	\$31,209	\$29,849	2024
Kansas Dental Charitable Foundation	KS	\$376,412	Executive Director	\$7,099	\$7,309	2023
Bio Ventures For Global Health	WA	\$504,858	President & Ceo	\$486,109	\$402,853	2024
Generation U Inc	CO	\$509,009	Chair	\$66,437	\$58,968	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Georgia Alzheimer's Foundation Inc	GA	\$510,619	Executive Director	\$85,000	\$79,111	2024
The Transcend Foundation Inc	MI	\$361,083	Secretary	\$125,875	\$123,815	2023
Silver State Hope Fund	NV	\$515,883	Exec Dir & T	\$76,000	\$68,698	2025
South Dakota Health Care Coalition	SD	\$517,007	Executive Di	\$131,467	\$138,269	2023
Heal Trafficking Inc	CA	\$517,213	Ceo	\$70,000	\$57,603	2023
Erie Cancer And Wellness Foundation	PA	\$352,673	Executive Dir.	\$5,885	\$5,432	2024
Margaux's Miracle Foundation Inc	FL	\$339,435	Executive Director	\$63,312	\$55,054	2024
Beacon Hill Foundation	MI	\$330,185	President & Ceo & Trustee	\$24,270	\$23,188	2024
Cdphp Foundation Inc	NY	\$546,723	Former Executive Director	\$16,683	\$14,367	2023
The Chandler Project Inc	AR	\$320,872	President	\$70,500	\$75,519	2023
Saint Alphonus Medical Center-nampa	ID	\$317,603	Development Officer	\$15,885	\$16,104	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 **38** organizations. Compensation range \$5,432–\$402,853; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$436,148); for reference, expenses \$530,705 and assets \$170,847.
ROLE MATCH	Lane Hagan, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	24 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	8 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 (Lane Hagan) 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 38 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 24th 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.