

Lohan School Of Shaolin

Executive Director / CEO

EIN 880376799

NV · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Raul Baugh, Executive Director / CEO** (\$41,875) against **every comparable organization** that fit the selection criteria — **194** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

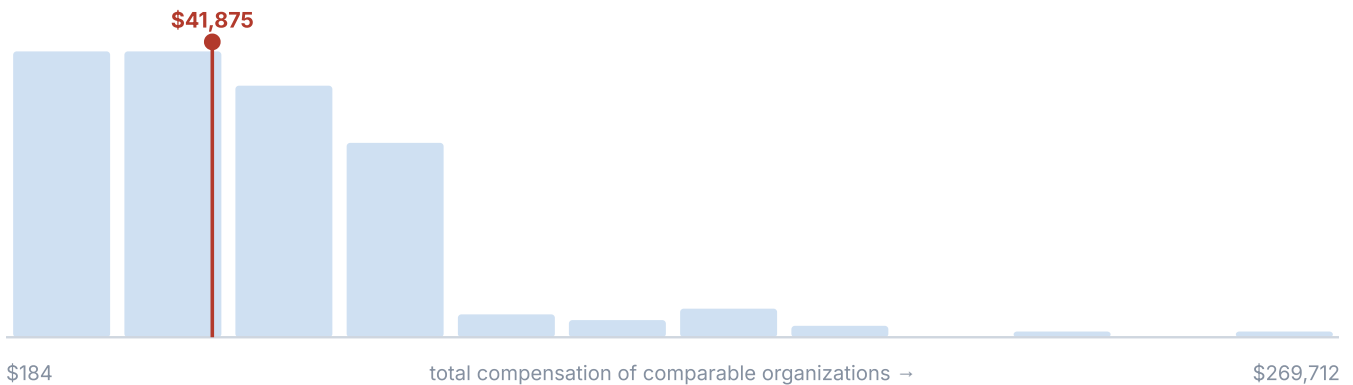
Benchmarked executive: Raul Baugh — reported title “CORPORATE OFFICER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$113,890 and \$254,979 — 0.67x to 1.50x the subject's \$169,986 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

194 organizations qualified on sector, size, and geography → **194** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,870	\$22,409	\$44,294	\$68,266	\$86,949	\$41,875
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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 NV 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
Solvang School Education Foundation	CA	\$170,182	President & Ceo	\$18,000	\$14,673	2025
Education In Dance And	NJ	\$170,931	Vice President	\$191,743	\$165,890	2024
Fem Empowerment Movement	CA	\$168,811	Secretary	\$104,168	\$87,161	2024
Marriage And Relationship Education Center Inc	MD	\$171,221	Executive Director	\$47,508	\$44,310	2023
Research Support Fund	MA	\$171,417	Board President	\$37,776	\$32,894	2024
Sc Ag-in-the-classroom Fund	SC	\$167,533	President	\$72,480	\$73,271	2024
The Home Team - Miami Inc	FL	\$173,584	Director	\$79,425	\$72,301	2024
Delaware Careplan Inc	DE	\$166,166	Executive Director	\$15,149	\$14,373	2024
Independent Television Festival Inc	MN	\$174,027	Ceo/executive Director	\$16,667	\$16,430	2023
Los Medanos College Foundation	CA	\$174,647	Director - Lmc President (July -Dec)	\$25,994	\$22,393	2023
Jewels Academy	IA	\$174,974	President	\$39,582	\$41,996	2024
The Spark Inc	KS	\$164,994	Executive Director	\$64,231	\$69,227	2023
Tennessee Advocates For Planned	TN	\$175,276	Executive Di	\$95,771	\$97,548	2024
Arts Align All Inc	WI	\$164,616	President	\$40,838	\$41,328	2024
Church Leadership Development	TX	\$175,460	President	\$76,920	\$76,762	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Epoch Public Media Seattle	WA	\$164,046	President	\$4,779	\$4,146	2024
Friends Of Transit	AZ	\$176,478	Executive Director	\$90,000	\$83,873	2024
Lectica Inc Fka Dev Test Svs	MA	\$176,554	Pres, Treas, Clerk	\$51,193	\$45,894	2023
Unity Foundation	ME	\$177,085	Ceo/chairman	\$86,544	\$86,455	2023
Literacy Lubbock	TX	\$178,019	Executive Director	\$75,328	\$73,016	2024
Curenwithjack	GA	\$179,333	President	\$62,500	\$60,895	2024
American Diplomacy Foundation	CT	\$179,500	President And Secretary	\$155,795	\$145,729	2023
Lincoln-way High School Foundation	IL	\$179,721	Executive Di	\$60,000	\$57,159	2024
The Nourishment Projects Nfp	IL	\$158,876	President	\$90,000	\$88,271	2023
Monroe County Bar Center For Education	NY	\$181,226	Executive Director - Thru Dec 2024	\$17,320	\$14,774	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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	194 organizations. Compensation range \$184–\$269,712; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$169,986); for reference, expenses \$156,632 and assets \$112,136.
ROLE MATCH	Raul Baugh, reported title " <i>CORPORATE OFFICER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match —

the board should confirm this is a comparable role.

RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	47 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	42 nd

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 (Raul Baugh) 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 194 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,875 is reasonable (approximately the 47th 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.