

# Foster Village Lawrence

Executive Director / CEO

EIN 880987164

KS · NTEE P32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lori Lee, Executive Director / CEO** (\$8,750) against **every comparable organization** that fit the selection criteria — **748** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

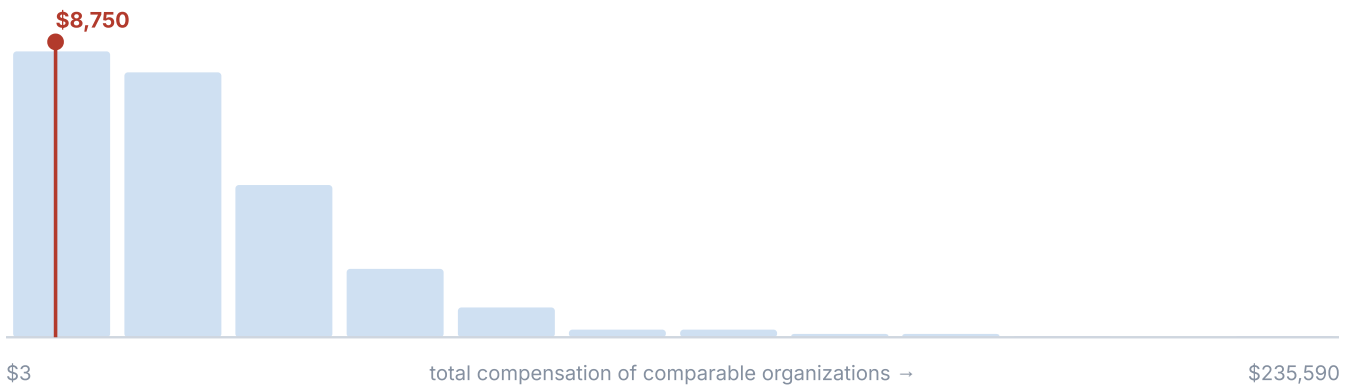
**Benchmarked executive:** Lori Lee — reported title “Co-founder”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P32).
BUDGET	Total revenue between \$73,036 and \$163,515 — 0.67x to 1.50x the subject's \$109,010 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**748** organizations qualified on sector, size, and geography → **748** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,908	\$14,517	\$28,371	\$46,576	\$66,009	<b>\$8,750</b>
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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 KS 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="#">Mountain State Hands On Inc</a>	WV	\$108,984	President	\$44,071	<b>\$45,474</b>	2023
<a href="#">Childrens Lifeline International Inc</a>	CO	\$108,936	President	\$50,000	<b>\$45,690</b>	2023
<a href="#">Greater Louisville Intergroup Inc</a>	KY	\$109,188	Coo	\$35,700	<b>\$35,503</b>	2024
<a href="#">Family Promise Of Santa Rosa Inc</a>	FL	\$108,782	Executive Director	\$31,656	<b>\$28,340</b>	2023
<a href="#">Girls Inc Foundation</a>	TX	\$109,250	Ceo	\$14,570	<b>\$13,491</b>	2024
<a href="#">Mcsy Qalicb Ymca (6859-so1)</a>	WA	\$109,368	Director/president	\$42,956	<b>\$35,599</b>	2024
<a href="#">Ocl Properties Iv Inc</a>	NY	\$109,394	Chief Financial Officer	\$73,290	<b>\$61,302</b>	2024
<a href="#">Crossroads Foundation Inc</a>	IA	\$109,437	Executive Director	\$8,379	<b>\$8,743</b>	2023
<a href="#">Trpil</a>	PA	\$108,521	Ceo	\$19,158	<b>\$17,684</b>	2024
<a href="#">Holistic Birth Collective</a>	IL	\$109,560	Executive Director	\$30,288	<b>\$27,562</b>	2024
<a href="#">Shreveport Independent Living Inc</a>	LA	\$109,583	President/ceo	\$21,418	<b>\$21,830</b>	2024
<a href="#">Helping Hands Ministry</a>	TN	\$109,695	President	\$9,070	<b>\$9,086</b>	2023
<a href="#">Charm City Housing Associates Inc</a>	MD	\$109,699	Executive Director	\$4,329	<b>\$3,857</b>	2023
<a href="#">The Family Wins</a>	PA	\$109,710	President/advisory Member	\$40,000	<b>\$36,923</b>	2024
<a href="#">Dearborn County Clearing House For</a>	IN	\$109,770	Exec Directo	\$44,446	<b>\$43,385</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Starkey Sheltered Living Inc</a>	KS	\$109,788	Ceo	\$23,309	<b>\$23,997</b>	2023
<a href="#">Altogether In Love</a>	CA	\$108,146	President	\$24,000	<b>\$19,183</b>	2024
<a href="#">United We Serve</a>	TX	\$108,100	Ceo/co-chairman	\$16,292	<b>\$15,531</b>	2023
<a href="#">Seasons Village Inc</a>	NC	\$107,869	Program Director	\$52,000	<b>\$51,203</b>	2023
<a href="#">Jackson In Action 83 Foundation Inc</a>	FL	\$110,156	Executive Director	\$54,000	<b>\$46,957</b>	2024
<a href="#">Kind Cars Inc</a>	UT	\$107,837	Director	\$7,500	<b>\$7,105</b>	2024
<a href="#">Virtuemedial Inc</a>	GA	\$107,745	President & Founder	\$83,197	<b>\$79,719</b>	2023
<a href="#">Hope Center Of Leroy Inc</a>	NY	\$107,728	Development Director	\$26,180	<b>\$22,544</b>	2023
<a href="#">Lake Area Ministries Inc</a>	MO	\$110,385	Manager	\$33,333	<b>\$32,679</b>	2024
<a href="#">Family Coaching Inc</a>	TX	\$107,630	Executive Dir.	\$90,315	<b>\$83,625</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	748 organizations. Compensation range \$3–\$235,590; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$109,010); for reference, expenses \$73,763 and assets \$97,655.
ROLE MATCH	Lori Lee, reported title "Co-founder", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	216 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 24 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	37 <sup>th</sup>
All sources (D + E + F), adjusted	10 <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 (Lori Lee) 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 748 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,750 is reasonable (approximately the 14<sup>th</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.