

# Movements Of Grace Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Sean Lawrence, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **112** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

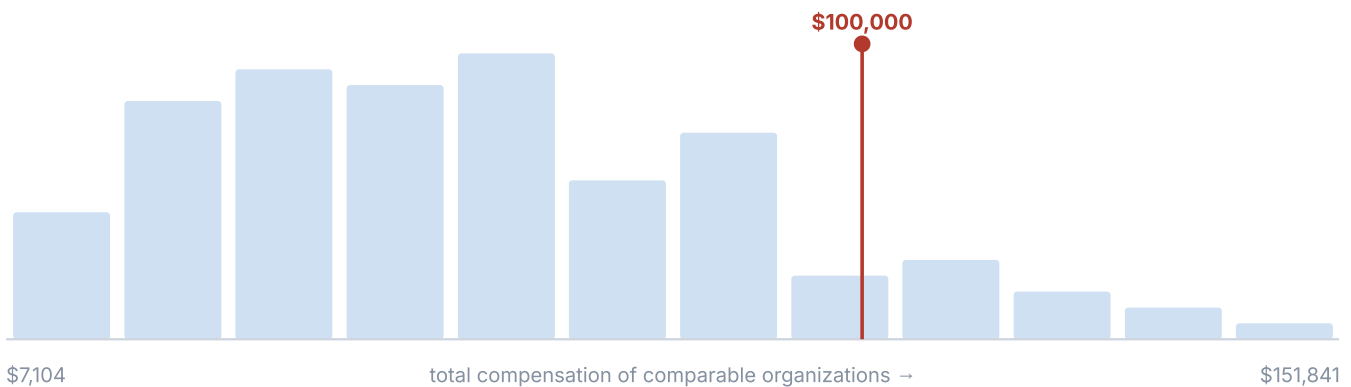
**Benchmarked executive:** Sean Lawrence — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$246,352 and \$551,535 — 0.67x to 1.50x the subject's \$367,690 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

**112** organizations qualified on sector, size, and geography → **112** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,964	\$34,758	\$55,334	\$79,133	\$101,973	\$100,000
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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 CA 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="#">Colorful Closets Of Amarillo Inc</a>	TX	\$368,468	Co-ex. Director	\$39,985	<b>\$46,320</b>	2024
<a href="#">Raw Ruth Anointed World Ministries</a>	CA	\$366,361	President	\$17,000	<b>\$17,502</b>	2023
<a href="#">Ezra To Israel</a>	VA	\$363,668	Executive Di	\$60,000	<b>\$69,072</b>	2023
<a href="#">Nc National Guard Soldiers &amp; Airmen</a>	NC	\$372,002	Secretary/executive Director	\$39,000	<b>\$46,667</b>	2024
<a href="#">The Record's People For People Fund Inc</a>	NY	\$373,259	Executive Director	\$33,390	<b>\$34,942</b>	2024
<a href="#">The Giving Closet</a>	WA	\$360,669	Executive Dir.	\$45,000	<b>\$46,657</b>	2024
<a href="#">Family Promise Of The Chippewa</a>	WI	\$360,463	Executive Director	\$47,079	<b>\$56,940</b>	2024
<a href="#">Community Response Coalition Of Kentucky Inc</a>	KY	\$379,634	Board Member	\$7,500	<b>\$9,331</b>	2024
<a href="#">Goodwill Rescue Mission Inc</a>	NY	\$381,900	President/ceo	\$15,280	<b>\$15,990</b>	2024
<a href="#">Diakonia</a>	CO	\$382,826	Executive Director	\$79,420	<b>\$90,797</b>	2023
<a href="#">Christian Service Program Institute</a>	LA	\$384,106	Executive Director	\$61,624	<b>\$78,583</b>	2024
<a href="#">Gridiron Greats Assistance Fund Inc</a>	IL	\$387,303	Executive Director	\$65,000	<b>\$74,004</b>	2024
<a href="#">Mainspring Portland</a>	OR	\$347,627	Executive Dir.	\$78,386	<b>\$86,790</b>	2023
<a href="#">The Piggyback Foundation</a>	OH	\$347,353	Executive Di	\$5,792	<b>\$7,104</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">World Compassion Network Inc</a>	IN	\$388,367	Executive Di	\$32,150	<b>\$40,424</b>	2023
<a href="#">Lighthouse Of Oakland County</a>	MI	\$346,016	President & Ceo	\$16,948	<b>\$20,857</b>	2023
<a href="#">Elmhurst Walk-in Assistance Network</a>	IL	\$344,371	Executive Director	\$24,463	<b>\$27,852</b>	2024
<a href="#">Murray Calloway Need Line Association Inc</a>	KY	\$393,622	Executive Director	\$51,606	<b>\$64,208</b>	2024
<a href="#">Rains County Good Samaritans</a>	TX	\$341,602	President	\$31,200	<b>\$36,143</b>	2024
<a href="#">Shadow Buddies Foundation Inc</a>	KS	\$337,530	Ceo/exec Dir	\$82,204	<b>\$105,884</b>	2023
<a href="#">Gainesville Community Ministryinc</a>	FL	\$398,510	Executive Director	\$51,753	<b>\$56,303</b>	2024
<a href="#">Love Light And Melody</a>	CO	\$398,768	Executive Di	\$117,380	<b>\$130,345</b>	2024
<a href="#">Berkshire Dream Center Inc</a>	MA	\$335,312	President	\$39,900	<b>\$41,523</b>	2024
<a href="#">Beyond Homeless Inc</a>	IN	\$401,692	Executive Di	\$55,981	<b>\$66,605</b>	2025
<a href="#">Manna House Ministries Inc</a>	GA	\$332,369	Director	\$29,333	<b>\$35,165</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	112 organizations. Compensation range \$7,104–\$151,841; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$367,690); for reference, expenses \$422,202 and assets \$24,103.
ROLE MATCH	Sean Lawrence, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	85 <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 (Sean Lawrence) 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 112 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 88<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.