

# Newton Foundation

Executive Director / CEO

EIN 916470560  
 WY · NTEE T900  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Laura Harrison, Executive Director / CEO** (\$92,625) against **every comparable organization** that fit the selection criteria — **708** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Laura Harrison — 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 (T900).
BUDGET	Total revenue between \$160,567 and \$359,479 — 0.67x to 1.50x the subject's \$239,653 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

**708** organizations qualified on sector, size, and geography → **708** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,682	\$21,544	\$38,837	\$61,991	\$88,942	\$92,625
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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 WY 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="#">Velocity Entrepreneurial Drive</a>	CA	\$239,741	Executive Di	\$110,000	<b>\$91,323</b>	2023
<a href="#">The Sumner Station Foundation</a>	NJ	\$240,014	President & Treasurer	\$135,147	<b>\$112,685</b>	2024
<a href="#">Laborers' District Council</a>	IL	\$239,085	Chairman	\$207,244	<b>\$190,271</b>	2024
<a href="#">Dwi Resource Center Inc</a>	NM	\$238,946	Executive Di	\$66,560	<b>\$66,855</b>	2024
<a href="#">Flywheel Social Enterprise Hub</a>	OH	\$238,929	Executive Director - Exited 8/30/24	\$73,032	<b>\$72,236</b>	2024
<a href="#">Schostak Family Support Foundation</a>	MI	\$240,909	Secretary	\$26,189	<b>\$25,244</b>	2024
<a href="#">The Jady Fred Fund</a>	MT	\$240,925	Executive Director	\$26,532	<b>\$27,498</b>	2023
<a href="#">Liv Like A Unicorn</a>	NJ	\$238,307	President & Ceo	\$24,000	<b>\$20,602</b>	2023
<a href="#">Summers Legacy Foundation Inc</a>	LA	\$241,000	President/director	\$185,000	<b>\$190,238</b>	2024
<a href="#">Stillwater Community Healthcare</a>	MT	\$241,012	Ceo	\$43,294	<b>\$43,582</b>	2024
<a href="#">Bee Mighty</a>	NC	\$238,219	Executive Dir.	\$35,000	<b>\$33,773</b>	2024
<a href="#">Community Parent Center</a>	NY	\$241,240	Director	\$67,500	<b>\$55,493</b>	2025
<a href="#">New Mexico Casa Association Inc</a>	NM	\$241,336	Executive Director	\$100,000	<b>\$100,442</b>	2024
<a href="#">The Community Y Foundation</a>	PA	\$237,938	President	\$48,882	<b>\$45,523</b>	2024
<a href="#">Connectedconectando Educacion</a>	CA	\$237,933	Ceo	\$74,475	<b>\$60,056</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dubois Area United Way</a>	PA	\$241,634	Executive Director	\$41,200	<b>\$39,502</b>	2023
<a href="#">Summit Foundation Inc</a>	NY	\$241,691	Consultant	\$29,036	<b>\$25,227</b>	2023
<a href="#">Erasmus Neighborhood Federation Inc</a>	NY	\$241,786	Executive Director	\$57,512	<b>\$47,282</b>	2025
<a href="#">Ted Lindsay Foundation</a>	MI	\$242,028	President	\$24,000	<b>\$23,134</b>	2024
<a href="#">Replanted Ministry</a>	TX	\$236,771	Executive Director	\$40,000	<b>\$37,366</b>	2024
<a href="#">Stand Together Foundation Inc</a>	WI	\$242,619	Director/senior Vp - Community Impact	\$4,819	<b>\$4,700</b>	2024
<a href="#">70x7 Foundation Inc</a>	GA	\$242,895	Executive Dir.	\$51,667	<b>\$48,515</b>	2024
<a href="#">Amphibian Ark</a>	MN	\$236,334	Program Officer	\$58,711	<b>\$54,176</b>	2024
<a href="#">New Mexico Symphonic Chorus Inc</a>	NM	\$235,939	Executive Director	\$38,333	<b>\$38,503</b>	2024
<a href="#">Illinois Counseling Association Foundation</a>	IL	\$235,273	Executive Director	\$64,375	<b>\$59,103</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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** 708 organizations. Compensation range \$92–\$699,296; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$239,653); for reference, expenses \$1,248,725 and assets \$17,655,561. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Laura Harrison, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	190 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	29 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	68 <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 (Laura Harrison) 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 708 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,625 is reasonable (approximately the 91<sup>st</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.