

The Fairlight Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Laura Koot, Executive Director / CEO** (\$47,174) against **every comparable organization** that fit the selection criteria — **220** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

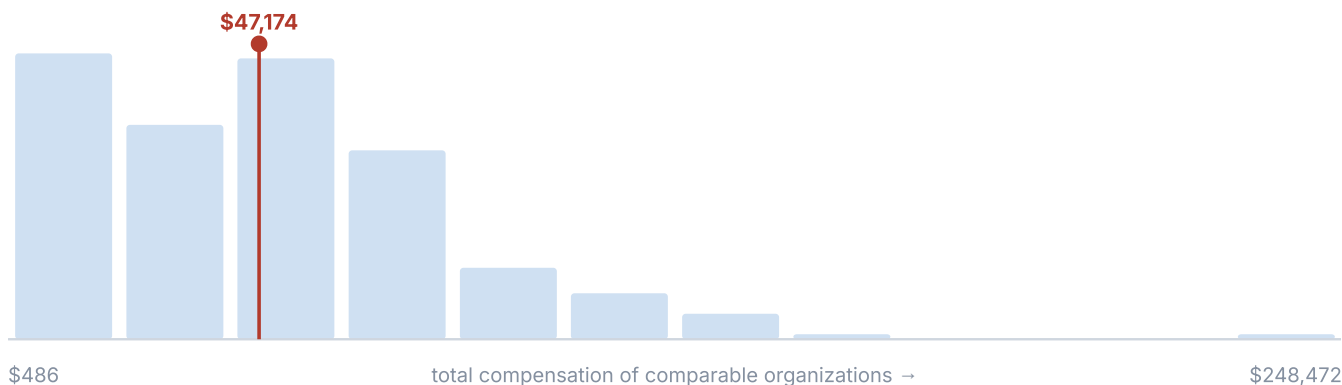
Benchmarked executive: Laura Koot — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (B90). |
| BUDGET | Total revenue between \$112,264 and \$251,338 — 0.67x to 1.50x the subject's \$167,559 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (B90) + null + budget 0.67–1.5x revenue. |

220 organizations qualified on sector, size, and geography → **220** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|----------|----------|
| \$10,253 | \$20,942 | \$45,682 | \$67,992 | \$96,641 | \$47,174 |
|----------|----------|----------|----------|----------|----------|



● 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); the reported amount is on each linked 990.

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|------------------------------|-----------------|------------------|------|
| Ihsaa Foundation Inc | IN | \$168,393 | President | \$30,377 | \$30,377 | 2023 |
| Chinese Language School Of Connecticut | CT | \$165,299 | Academic Director | \$20,000 | \$19,426 | 2024 |
| Family Learning Solutions Inc Co Lori S Melman | MD | \$164,514 | Founder & Executive Director | \$50,000 | \$48,566 | 2024 |
| Taos Institute | OH | \$171,029 | President | \$8,010 | \$8,010 | 2023 |
| Claremont Senior Center Inc | NH | \$171,140 | Executive Director | \$20,010 | \$19,436 | 2024 |
| Offering Alternative Therapy With Smiles | MI | \$171,225 | Executive Director | \$37,000 | \$37,000 | 2023 |
| Milwaukee Women Inc | WI | \$163,861 | External Engagement | \$62,100 | \$62,100 | 2023 |
| Whats Your Forte Foundation | AZ | \$171,585 | Executive Dir. | \$80,000 | \$77,705 | 2024 |
| Music Youth Partnership Foundation | KS | \$173,124 | Executive Director | \$9,750 | \$9,226 | 2025 |
| Northwest Pbis Network Inc | OR | \$173,146 | Executive Director | \$146,743 | \$146,743 | 2023 |
| Njecc Inc | NJ | \$173,243 | President | \$24,368 | \$23,059 | 2025 |
| Cookeville Children's Theatre | TN | \$161,646 | Artistic Director | \$31,105 | \$31,105 | 2023 |
| Michigan Interscholastic Press | MI | \$161,452 | Executive Director | \$8,100 | \$7,868 | 2024 |
| Southwest Education Alliance Inc | NC | \$160,825 | Secretary | \$70,000 | \$66,239 | 2025 |
| Termite Tv Collective Inc | PA | \$174,545 | President | \$10,000 | \$10,000 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|--|-----------------|------------------|------|
| Tuskegee Human & Civil Rights | AL | \$174,642 | Man. Director | \$68,399 | \$68,399 | 2023 |
| Rising Movement | NC | \$175,000 | Executive Director | \$47,281 | \$47,281 | 2023 |
| Afara Governance Inc | NC | \$175,000 | Ceo | \$118,835 | \$118,835 | 2023 |
| Family Biz Builder | MS | \$160,005 | Ceo | \$19,500 | \$18,941 | 2024 |
| Philadelphia Furniture Workshop | PA | \$175,298 | Executive Director | \$79,190 | \$76,918 | 2024 |
| Cfgr Newco Inc | NY | \$159,797 | Executive Director | \$10,585 | \$10,281 | 2024 |
| Integral Steps Inc | CO | \$159,090 | Ex Officio, Interim Executive Director | \$8,890 | \$8,635 | 2024 |
| Style Her Empowered Inc | ID | \$177,248 | Ceo | \$47,935 | \$47,935 | 2023 |
| Creating Positive Relationships Inc | IN | \$157,232 | Executive Director | \$52,428 | \$49,611 | 2025 |
| School Mindfulness Project | PA | \$156,248 | Founder/ceo | \$54,545 | \$54,545 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to the subject's state 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. 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 220 organizations. Compensation range \$486–\$248,472; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$167,559); for reference, expenses \$125,485 and assets \$1,087,953.

ROLE MATCH Laura Koot, reported title "*Executive Director*", 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 | 3 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 | 52 nd |
| Total compensation (D + F), as reported (no adjustments) | 50 th |
| Reportable pay only (column D), adjusted | 55 th |
| All sources (D + E + F), adjusted | 47 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 (Laura Koot) 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 220 similarly situated organizations (Same NTEE sector (B90) + null + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,174 is reasonable (approximately the 52nd 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.