

American Daffodil Society

Executive Director / CEO

EIN 066068465

IN · NTEE C420

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Frank Nyikos, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **306** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (C420). |
| BUDGET | Total revenue between \$107,108 and \$239,794 — 0.67x to 1.50x the subject's \$159,863 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue. |

306 organizations qualified on sector, size, and geography → **306** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|----------|----------|----------|----------|----------|
| \$6,907 | \$23,608 | \$44,325 | \$64,751 | \$84,747 | \$15,000 |
|---------|----------|----------|----------|----------|----------|



■ 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 IN 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 |
|---|-------|-----------|------------------------------------|-----------------|------------------|------|
| The Urban Wildlands Group Inc | CA | \$159,953 | President | \$45,300 | \$38,188 | 2023 |
| Brodheads Watershed Corporation | PA | \$159,342 | Executive Director (Until 10/2023) | \$53,190 | \$51,784 | 2023 |
| Citizens Coal Council | PA | \$158,904 | Executive Di | \$68,000 | \$66,203 | 2023 |
| Uc Green Inc | PA | \$160,945 | Executive Di | \$70,309 | \$64,774 | 2025 |
| Integrated Vegetation Management Partners Inc | DE | \$158,016 | President | \$133,800 | \$127,903 | 2023 |
| Nansemond River Preservation Alliance | VA | \$157,999 | Presidentceo | \$79,500 | \$72,789 | 2024 |
| Westlake Aquatic Center Inc | MO | \$161,905 | Staff | \$7,457 | \$7,489 | 2024 |
| Coastal Resources Group Inc | FL | \$157,240 | Past Pres/treas/director | \$70,728 | \$64,867 | 2023 |
| Foundation For Ohio River Education | OH | \$157,120 | Secretary | \$28,400 | \$29,366 | 2023 |
| New Jersey Arborists Chapter | NJ | \$157,064 | Executive Director | \$125,375 | \$106,149 | 2024 |
| Conservation Technology Accelerator Inc | CA | \$156,240 | President | \$13,499 | \$11,053 | 2024 |
| Upstream Watch | ME | \$163,974 | Executive Director | \$63,000 | \$59,821 | 2024 |
| Foundation For Geauga Parks | OH | \$164,110 | Executive Di | \$45,904 | \$47,466 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|--------------------------------------|-----------------|-----------------|------|
| Garden Club Of Ohio Inc | OH | \$155,383 | Exec. Secretary/co-treasurer | \$5,750 | \$5,946 | 2023 |
| San Bernardino Mountains Land Trust | CA | \$164,664 | Secretary | \$70,958 | \$59,819 | 2023 |
| Cross Vermont Trail Association Inc | VT | \$155,037 | Executive Director | \$23,000 | \$22,600 | 2023 |
| Torrey Botanical Society | NY | \$154,792 | President | \$8,000 | \$6,855 | 2024 |
| Friends Of Pumpkinvine Nature Trail Inc | IN | \$154,111 | Board Member, Administrative Manager | \$24,000 | \$24,000 | 2024 |
| Save The Yellowstone Grizzly | MT | \$153,826 | Board Treasu | \$12,000 | \$12,628 | 2023 |
| Werkin Outdoors | NC | \$153,506 | Committee Chair | \$28,037 | \$27,471 | 2024 |
| Niobrara Council | NE | \$153,450 | Executive Dir. | \$54,710 | \$55,799 | 2024 |
| Maine Mountain Collaborative | ME | \$166,384 | Executive Director | \$94,500 | \$89,731 | 2024 |
| Streets Run Watershed Association | PA | \$153,299 | Executive Director | \$88,000 | \$83,216 | 2024 |
| Echoes Of Nature Inc | MD | \$166,672 | Board Member | \$13,035 | \$11,556 | 2024 |
| Cape Coral Remade Inc | FL | \$167,283 | Board Secretary | \$1,041 | \$927 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 | 306 organizations. Compensation range \$475–\$391,582; filing years 2022–2025. |
| SIZE BASIS | Matched on total revenue (\$159,863); for reference, expenses \$136,074 and assets \$561,978. |
| ROLE MATCH | Frank Nyikos, reported title " <i>Executive Direc</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 7 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 | 19 th |
| Total compensation (D + F), as reported (no adjustments) | 17 th |
| Reportable pay only (column D), adjusted | 21 st |
| All sources (D + E + F), adjusted | 16 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 (Frank Nyikos) 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 13, 2026, comparing compensation against 306 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 19th 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 13, 2026.