

# Bluegrass Institute For Public Policy So

Executive Director / CEO

EIN 113691843

KY · NTEE B99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jim Watters, Executive Director / CEO** (\$64,834) against **every comparable organization** that fit the selection criteria — **339** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70<sup>th</sup>** percentile of comparable organizations within the typical range

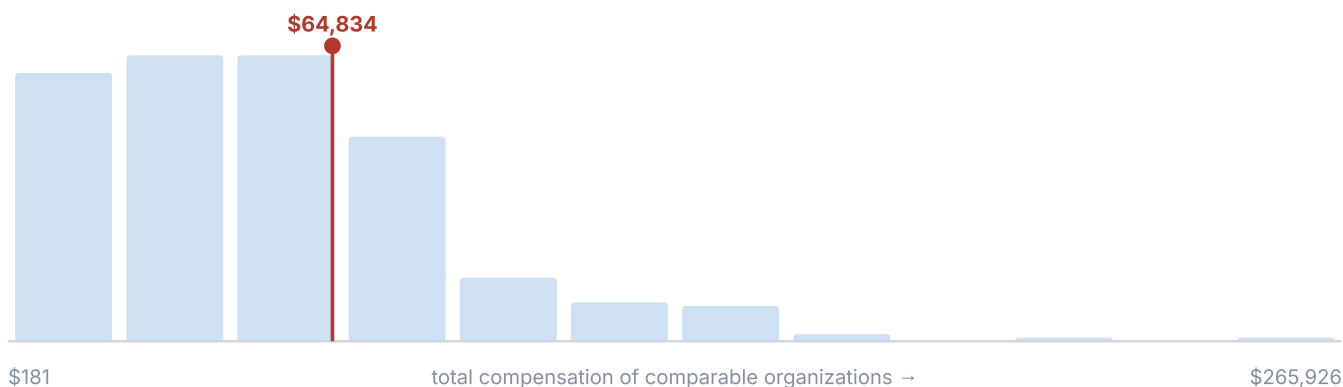
**Benchmarked executive:** Jim Watters — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

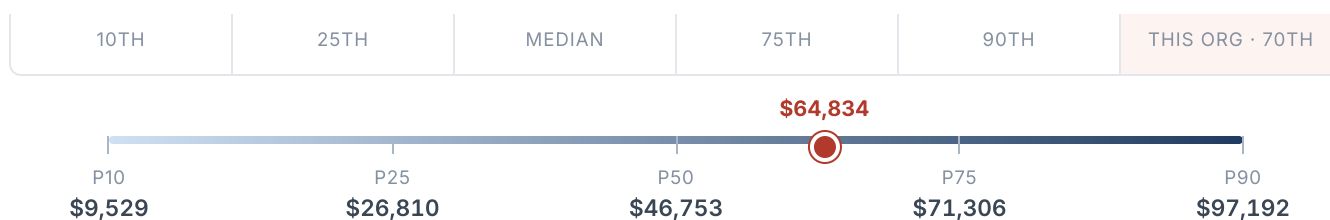
SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$155,636 and \$348,439 — 0.67x to 1.50x the subject's \$232,293 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

**339** organizations qualified on sector, size, and geography → **339** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,529	\$26,810	\$46,753	\$71,306	\$97,192	\$64,834
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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 KY 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="#">Youthlaunch Inc</a>	TX	\$232,340	Executive Director	\$108,333	<b>\$100,866</b>	2025
<a href="#">New Beginnings Pregnancy Services Inc</a>	AR	\$232,407	Director	\$42,414	<b>\$45,549</b>	2024
<a href="#">Little Lobbyists Family Alliance</a>	MD	\$231,498	Executive Director	\$80,000	<b>\$71,458</b>	2024
<a href="#">Vehicle For Change Inc</a>	OH	\$231,281	Executive Di	\$20,000	<b>\$20,238</b>	2024
<a href="#">New York State Science Olympiad Inc</a>	NY	\$233,412	Treasurer	\$13,500	<b>\$11,355</b>	2025
<a href="#">Teachers Association Of Lee County</a>	FL	\$233,694	Vice President	\$2,099	<b>\$1,884</b>	2024
<a href="#">Grand Valley Equine Assisted</a>	CO	\$233,800	President	\$17,769	<b>\$16,278</b>	2024
<a href="#">Journalism And Women Symposium</a>	MI	\$233,838	Executive Director	\$54,667	<b>\$55,502</b>	2023
<a href="#">Wikitongues Inc</a>	NY	\$230,663	Executive Director	\$59,796	<b>\$53,149</b>	2023
<a href="#">The Partnership For Excellence</a>	OH	\$229,942	President &	\$152,192	<b>\$158,555</b>	2023
<a href="#">Rising River Corporation</a>	OH	\$234,698	Manager	\$44,950	<b>\$45,486</b>	2024
<a href="#">Mental Health Association Of Portland</a>	OR	\$235,080	Secretary	\$41,232	<b>\$37,663</b>	2023
<a href="#">Lifewerks Inc</a>	PA	\$229,096	President	\$3,000	<b>\$2,858</b>	2024
<a href="#">Osiris Organization</a>	MN	\$235,558	Executive Director	\$41,250	<b>\$38,942</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Michigan Leagues Of Academic Games</a>	MI	\$228,852	Executive Director	\$3,000	<b>\$3,045</b>	2023
<a href="#">Texas Youth Foundation</a>	TX	\$236,240	Founder & President	\$52,768	<b>\$50,430</b>	2024
<a href="#">Everybody Wins Atlanta Inc</a>	GA	\$227,915	Executive Director	\$68,245	<b>\$67,496</b>	2023
<a href="#">Building From Below</a>	NC	\$236,855	President	\$33,800	<b>\$33,367</b>	2024
<a href="#">Christian Learning Center Inc</a>	MS	\$227,592	Executive Director	\$8,000	<b>\$8,764</b>	2023
<a href="#">Jandernoa Entrepreneurial Mentoring</a>	MI	\$227,525	Executive Di	\$132,515	<b>\$134,539</b>	2023
<a href="#">Regina Inc</a>	SC	\$227,382	Executive Di	\$45,000	<b>\$44,853</b>	2024
<a href="#">Litcamp</a>	CA	\$237,327	Executive Dir.	\$49,000	<b>\$39,383</b>	2025
<a href="#">South Dakota Education Equity Coalition</a>	SD	\$237,679	Executive Director	\$146,490	<b>\$154,462</b>	2024
<a href="#">New York Theological Education Center Inc</a>	NY	\$237,887	President	\$65,081	<b>\$56,187</b>	2024
<a href="#">Theo Inc</a>	ND	\$226,676	Executive Director	\$54,718	<b>\$57,370</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY cost of living and 2025 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 KY 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 **339** organizations. Compensation range \$181–\$265,926; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$232,293); for reference, expenses \$253,159 and assets \$138,034.
ROLE MATCH	Jim Watters, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	70 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	64 <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 (Jim Watters) 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 339 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,834 is reasonable (approximately the 70<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.