

Wausau School Foundation Inc

Executive Director / CEO

EIN 200287482

WI · NTEE B82

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Debi Traeder, Executive Director / CEO** (\$18,750) against **every comparable organization** that fit the selection criteria — **207** 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

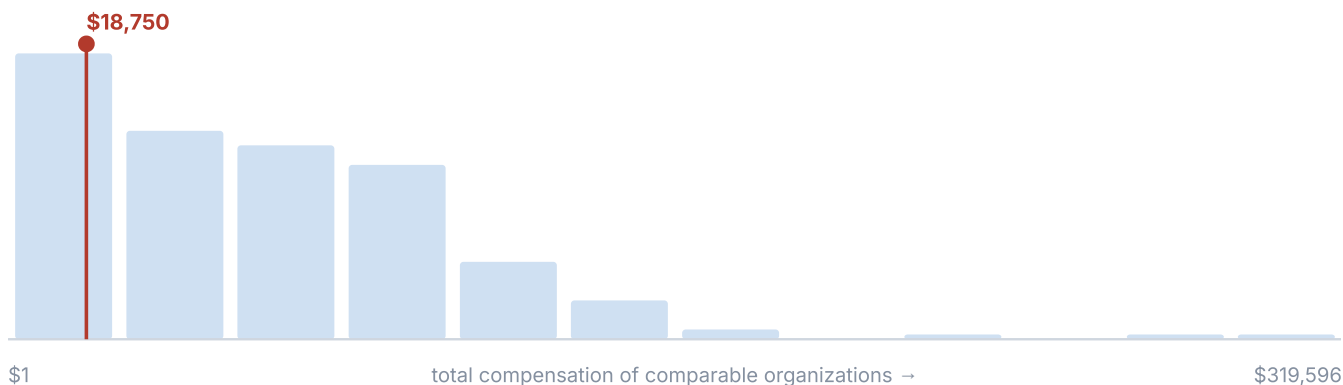
Benchmarked executive: Debi Traeder — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$305,523 and \$684,007 — 0.67x to 1.50x the subject's \$456,005 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

207 organizations qualified on sector, size, and geography → **207** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,165	\$23,852	\$53,808	\$88,376	\$119,804	\$18,750
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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 WI 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
Wex Foundation	TX	\$455,757	Executive Directorsecretary	\$24,000	\$22,328	2024
The Heal Los Angeles Foundation	CA	\$456,566	President & Director	\$110,000	\$88,341	2024
518 Elevated Inc	NY	\$454,437	Executive Di	\$64,858	\$54,508	2024
Atlas Fellows Inc	IL	\$452,000	Secretary	\$127,093	\$119,640	2023
Michigan Association Of Broadcasters	MI	\$460,934	President/ceo (Ended 4/24)	\$10,779	\$10,348	2024
Ndoto	TX	\$461,884	Executive Director	\$69,290	\$64,463	2024
Community Catholic Center Inc	KY	\$449,351	Executive Director	\$53,560	\$53,518	2024
Scholarship Fund For Rainier Scholars	WA	\$462,794	Director Of Finance And Operations	\$132,403	\$110,249	2024
Envision Greater Fond Du Lac	WI	\$446,728	President/ceo	\$6,319	\$6,138	2024
Cement And Concrete Workers Scholarship	NY	\$446,459	Interim Fund Admin-thru 7/2024	\$50,894	\$42,772	2024
Nevada Broadcasters Foundation	NV	\$465,663	Executive Di	\$22,815	\$21,269	2024
Growth Through Learning Inc	MA	\$445,932	Executive Director	\$91,210	\$74,265	2025
Brian Laviolette Scholarship Fund	WI	\$443,316	Executive Director	\$43,000	\$41,766	2024
Privateschoolscholarships Org	AZ	\$442,109	Executive Director	\$29,192	\$25,438	2025
Explore Mars Inc	MA	\$441,446	Ceo	\$120,250	\$100,500	2024
Gccs Educational Foundation	IN	\$470,769	Executive Director	\$83,612	\$79,892	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Secu Md Foundation Inc	MD	\$471,662	Executive Director	\$98,996	\$86,078	2024
Appalachian Leadership And	WV	\$439,740	Chairman	\$9,540	\$9,891	2023
Usa Patriots Veteran Athletics	FL	\$473,066	Executive Director	\$125,000	\$109,214	2024
Cowboy Artists Of America Joe Beeler Foundation	TX	\$438,461	President	\$250	\$239	2023
Worcester Educational Development Founda	MA	\$438,392	Executive Director And Vp	\$18,575	\$15,983	2023
Educational Foundation Of The Southeast Texas	TX	\$474,724	Executive Director	\$137,774	\$131,963	2023
I Have A Dream Foundation - Milwaukee	WI	\$436,455	Executive Director	\$30,692	\$30,692	2023
The Adirondack Scholar Found Inc	NY	\$475,721	Executive Di	\$19,375	\$16,283	2024
Warren Alvarado Oslo Public School Education Foundation	MN	\$475,891	Chairman	\$1,200	\$1,135	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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. To compare fairly across regions and years, peer compensation is normalized to WI 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 207 organizations. Compensation range \$1–\$319,596; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$456,005); for reference, expenses \$150,439 and assets \$666,412. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Debi Traeder, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	51 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	19 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	12 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 (Debi Traeder) 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 207 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,750 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 9, 2026.