

War Child Usa Inc

Executive Director / CEO

EIN 200994157
 NY · NTEE Q123
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Samantha Nutt, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

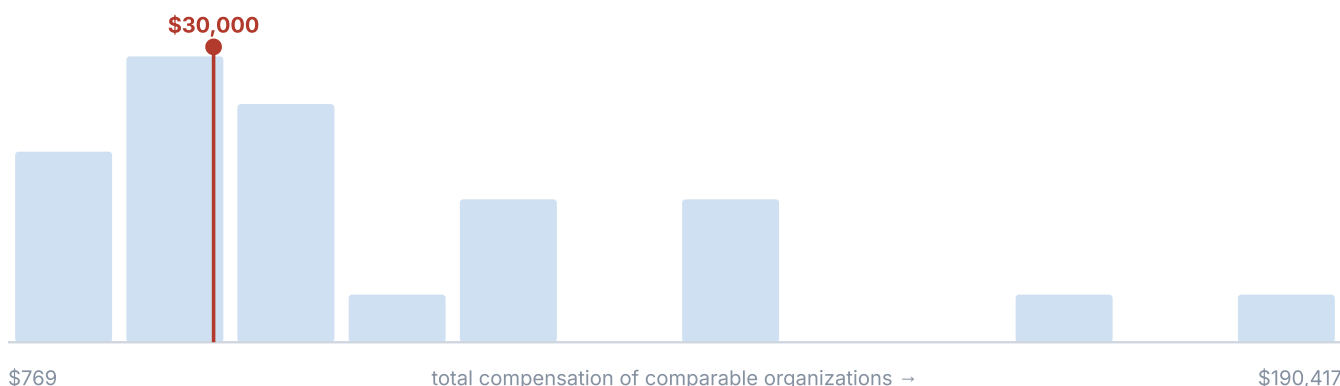
Benchmarked executive: Samantha Nutt — reported title “BOARD MEMBER/PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q123).
BUDGET	Total revenue between \$330,253 and \$739,374 — 0.67x to 1.50x the subject's \$492,916 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q12), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,433	\$19,871	\$38,176	\$69,998	\$104,638	\$30,000
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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 NY 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
American Friends Of Thorat Chajm Inc	NY	\$495,174	President	\$14,025	\$14,025	2024
Gather1	TX	\$488,457	President	\$36,000	\$39,852	2024
One Heart Global Ministries	NC	\$505,698	Trustee	\$30,000	\$35,317	2023
Ono Friends Inc	NJ	\$511,438	Director	\$60,000	\$59,284	2024
Mission Life International Inc	NY	\$518,219	Presidentdirector	\$2,600	\$2,677	2023
American Friends Of Ponovez	NY	\$449,096	President	\$28,172	\$28,172	2024
Health For India Inc	KS	\$443,494	President	\$57,998	\$69,340	2024
Highland Support Project	VA	\$433,174	Director	\$58,500	\$64,355	2023
Netzach Yaakov	NY	\$427,712	President	\$28,000	\$28,000	2024
Partners In Sustainable Development International	MO	\$407,548	Executive Director	\$59,640	\$71,970	2023
Empowering Education International	TX	\$586,189	Director	\$17,190	\$19,029	2024
Comite En Union Para Salvadorenos	NJ	\$397,912	Exec Dir	\$20,395	\$20,152	2024
All Access International	TX	\$589,081	President	\$94,369	\$104,466	2024
Womens Empowerment International	CA	\$389,342	Executive Director	\$106,600	\$101,866	2024
Veterinarians Without Borders Usa	NY	\$613,908	Sr Dir Busin	\$49,436	\$48,162	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Charles Antetokounmpo Family Foundation	MN	\$368,862	Deputy Director	\$143,947	\$157,405	2024
India Connection Ministries Inc	NY	\$366,574	Executive Director	\$27,500	\$27,500	2024
Children Of Zion Of Maryland Inc	MD	\$348,515	Executive Director	\$39,000	\$40,350	2024
Chosen And Cherished Ministries Inc	NY	\$338,893	President/treas	\$18,000	\$18,000	2024
Friends Of Fountain Of Hope	OH	\$333,059	Board Member	\$637	\$769	2023
Project Nyame Nsa Ltd	NY	\$662,005	Executive Director	\$36,500	\$36,500	2024
Israel Center For Excellence Through Education	IL	\$671,775	Secretary, Executive Administrator	\$170,000	\$190,417	2023
Fair Girls Inc	DC	\$714,005	Deputy Director	\$104,732	\$104,711	2023
Kbc Ministries Inc	TX	\$729,919	Director	\$13,500	\$15,386	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 24 organizations. Compensation range \$769–\$190,417; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$492,916); for reference, expenses \$447,254 and assets \$332,468.

ROLE MATCH	Samantha Nutt, reported title <i>"BOARD MEMBER/PRESIDENT"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	42nd
Total compensation (D + F), as reported (no adjustments)	42nd
Reportable pay only (column D), adjusted	50th
All sources (D + E + F), adjusted	42nd

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 (Samantha Nutt) 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 24 similarly situated organizations (Same NTEE sector (Q12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 42nd 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.