

Wayne State University Alumni Association

Executive Director / CEO

EIN 237080478

MI · NTEE B43Z

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Peter Caborn, Executive Director / CEO** (\$60,081) against **every comparable organization** that fit the selection criteria — **1314** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Peter Caborn — reported title “BOARD MEMBER, Interim Treasurer (1.11.24-8.18.24)”, 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 (B43Z).
BUDGET	Total revenue between \$106,923 and \$239,382 — 0.67x to 1.50x the subject's \$159,588 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

1,314 organizations qualified on sector, size, and geography → **1,314** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,104	\$18,488	\$37,716	\$58,975	\$85,552	\$60,081
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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 MI 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
Oshkosh Chamber Of Commerce Foundation	WI	\$159,582	Ceo / Secretary	\$8,370	\$8,469	2024
The Global Majority Consortium	WA	\$159,607	Co Ceo	\$9,586	\$8,315	2024
Cornerstone College & Seminary	VA	\$159,623	President	\$76,456	\$69,677	2025
Greater Boca Raton Chamber Of Commerce	FL	\$159,515	Secretary	\$62,807	\$58,852	2023
Northwest Suburban Conference	MN	\$159,661	Executive Secretary	\$25,000	\$23,316	2025
Oak Trails School Inc	MI	\$159,435	President	\$47,355	\$47,355	2024
Cap And Gown Project	AL	\$159,392	Executive Director	\$27,000	\$28,260	2024
Cfg Newco Inc	NY	\$159,797	Executive Director	\$10,585	\$9,267	2024
Project Lifelong	CA	\$159,904	Chief Op Off	\$50,019	\$43,081	2023
Opportunities Collaborative For Students	NY	\$160,000	Executive Director	\$88,077	\$77,108	2024
Family Biz Builder	MS	\$160,005	Ceo	\$19,500	\$21,041	2024
Nacs Foundation	OH	\$159,133	Ceo	\$21,014	\$21,563	2024
Integral Steps Inc	CO	\$159,090	Ex Officio, Interim Executive Director	\$8,890	\$8,259	2024
Shamokin Area Hs Alumni Assoc Ed	PA	\$160,098	Treasurer	\$725	\$700	2024
Wisconsin Institute Of Certified Public	WI	\$160,252	Staff Liaison	\$31,595	\$31,968	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Open Fields Inc	VT	\$158,919	Director/head Of School	\$4,320	\$4,213	2024
The Nourishment Projects Nfp	IL	\$158,876	President	\$90,000	\$88,255	2023
Moringa For Love	CA	\$160,318	President	\$31,680	\$27,286	2023
Illinois Real Estate Educational	IL	\$160,469	Foundation Manager	\$28,205	\$26,865	2024
Ohio Allergy And Immunology Society	OH	\$160,525	Past President	\$1,849	\$1,897	2024
Get Cooking Incorporated	FL	\$160,555	President	\$35,000	\$31,855	2024
Steven G Mihaylo Big Bear High School	CA	\$158,603	Executive Dir.	\$12,000	\$9,781	2025
Skourtes Institute	OR	\$158,603	Dir, Pres. &	\$1	\$1	2024
Cdu Foundation	CA	\$158,600	Treasurer	\$35,190	\$30,309	2023
Community Choice Foundation Inc	MI	\$160,670	President	\$77,778	\$80,075	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 **1314** organizations. Compensation range \$1–\$427,520; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$159,588); for reference, expenses \$90,283 and assets \$587,022. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Peter Caborn, reported title "BOARD MEMBER, Interim Treasurer (1.11.24-8.18.24)", 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 204 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 51 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	76 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Peter Caborn) 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 1314 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,081 is reasonable (approximately the 76th 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.