

Bikewalk North Carolina

Executive Director / CEO

EIN 320250783
 NC · NTEE W24
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Terry Lansdell, Executive Director / CEO** (\$65,250) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

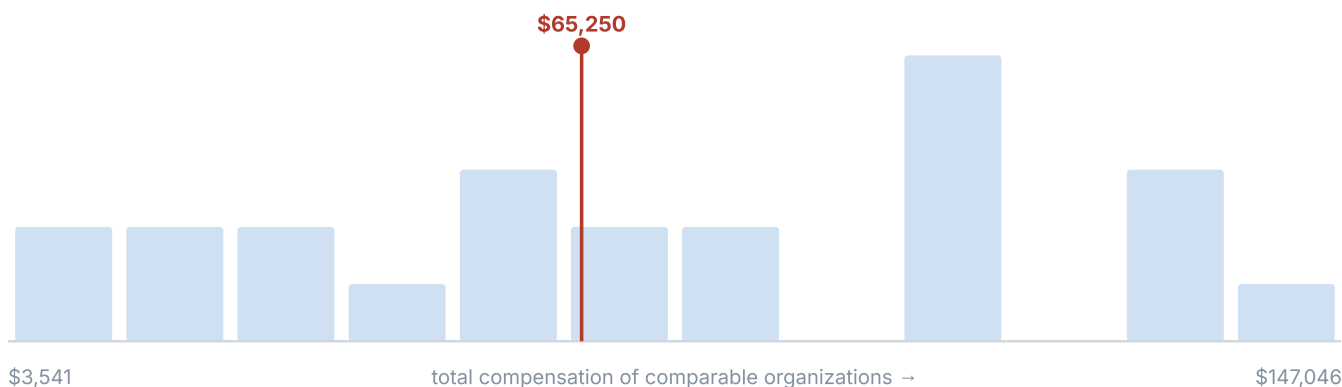
Benchmarked executive: Terry Lansdell — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W24).
BUDGET	Total revenue between \$221,018 and \$494,817 — 0.67x to 1.50x the subject's \$329,878 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W24), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,786	\$37,323	\$73,918	\$107,089	\$129,245	\$65,250
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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 NC 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
Good Knights Inc	OH	\$322,579	Executive Director	\$13,750	\$14,468	2024
Taxpayer Foundation Of Oregon	OR	\$321,399	Executive Director	\$113,450	\$107,753	2023
The Rendell Center For Civics And	PA	\$356,748	Executive Director	\$105,278	\$107,375	2023
Wyoming Donor Alliance	WY	\$298,228	Executive Di	\$27,920	\$30,577	2023
Minnesota Voters Alliance	MN	\$367,012	Executive Director	\$108,805	\$106,803	2024
Committee For A Unified Independent	NY	\$290,721	President & Ceo	\$145,093	\$130,246	2024
Fundacion Agenda Ciudadana Inc	PR	\$287,314	Treasurer	\$22,221	\$23,483	2023
Better Wyoming	WY	\$373,140	Executive Di	\$67,494	\$73,918	2023
Caesar Rodney Institute	DE	\$375,428	Executive Director	\$52,000	\$52,074	2023
Ventura County Regional Defense Partnership	CA	\$274,910	Co-chair Public Member	\$50,400	\$42,119	2025
True Texas Education Corporation	TX	\$393,945	Director	\$100,000	\$99,372	2024
Fairvote Minnesota Foundation	MN	\$397,347	Executive Director	\$101,632	\$99,762	2024
C4c Oakland Action Inc	CA	\$261,369	Org. Director	\$37,917	\$32,526	2024
Coalition For Open Democracy	NH	\$258,105	Excutive Director	\$60,414	\$57,053	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Free State Project Inc	NH	\$256,959	Executive Director	\$3,750	\$3,541	2023
Rhode Island Center For Freedom And Prosperity Inc	RI	\$229,988	Executive Director	\$86,500	\$84,830	2023
Yuan Foundation	MD	\$223,028	Chief Executive Officer	\$89,804	\$83,405	2024
Mormon Women For Ethical Government Foun	UT	\$463,124	Executive Dir.	\$50,906	\$53,286	2023
The Maryland Public Policy Institute Inc	MD	\$472,932	President & Ceo	\$23,000	\$21,362	2024
Espacios Abiertos Puerto Rico Inc	PR	\$473,260	Excecutive Director	\$126,000	\$133,154	2023
Endowment For Middle East Truth	MD	\$473,288	Executive Director	\$153,785	\$147,046	2023
Carbon Business Development Council	NY	\$479,911	Director & Board Chair	\$139,517	\$125,240	2024
Big Sky Fifty Five Plus	MT	\$489,187	Executive Director	\$62,500	\$68,905	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 23 organizations. Compensation range \$3,541–\$147,046; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$329,878); for reference, expenses \$306,366 and assets \$246,499.

ROLE MATCH Terry Lansdell, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	43 rd
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	39 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 (Terry Lansdell) 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 23 similarly situated organizations (Same NTEE sector (W24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,250 is reasonable (approximately the 43rd 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.