

North Carolina Coalition For Alternatives To The D

Executive Director / CEO

EIN 454288573
 NC · NTEE R60
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Noel E Nickle, Executive Director / CEO** (\$80,600) against **every comparable organization** that fit the selection criteria — **334** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

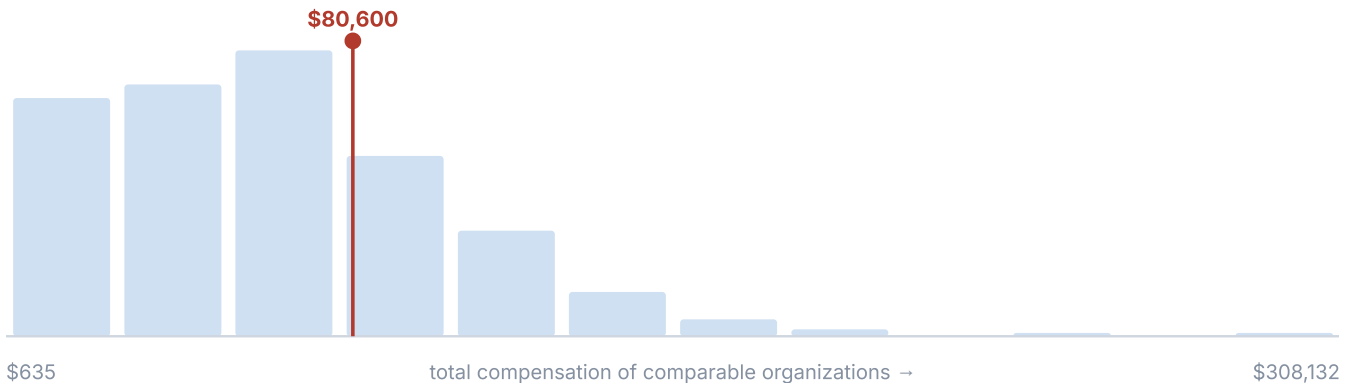
Benchmarked executive: Noel E Nickle — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R60).
BUDGET	Total revenue between \$167,171 and \$374,263 — 0.67x to 1.50x the subject's \$249,509 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

334 organizations qualified on sector, size, and geography → **334** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,678 10TH	\$30,484 25TH	\$59,206 MEDIAN	\$86,629 75TH	\$115,424 90TH	\$80,600 THIS ORG · 69TH
-------------------------	-------------------------	---------------------------	-------------------------	--------------------------	------------------------------------



■ 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
Minas List Inc	CA	\$249,405	Executive Director	\$98,700	\$84,920	2023
Cair National Legal Defense Fund Inc	DC	\$249,901	Director/secretary	\$25,927	\$22,019	2024
People's Justice Project	OH	\$249,116	Executive Director	\$80,417	\$84,866	2023
Parityorg Inc	VA	\$249,976	President, Vp Of Marketing	\$187,794	\$180,669	2023
Advancement Project Action Fund	DC	\$250,000	President, Executive Director	\$47,237	\$40,117	2024
Shared Humanity Project	SC	\$248,910	Co-founder And President	\$150,000	\$151,448	2024
Asian And Pacific Islanders For Lgbtq Equality-la	CA	\$250,327	Executive Director	\$76,976	\$66,229	2023
Carroll County Casa Inc	GA	\$247,723	Executive Dir.	\$63,840	\$60,522	2025
Great Lakes Bay Pride	MI	\$247,373	Executive Di	\$71,487	\$71,411	2024
Cuba Study Group Inc	DC	\$246,841	Executive Director	\$170,984	\$149,502	2023
Muslim American Leadership Alliance	IL	\$246,473	Chairperson	\$75,617	\$71,947	2024
Sampson County Child Advocacy	NC	\$246,315	Executive Di	\$52,670	\$52,670	2024
Keystone Progress Education Fund	PA	\$253,066	Executive Di	\$81,923	\$81,402	2023
Central Georgia Casa Inc	GA	\$253,174	Executive Di	\$70,000	\$66,362	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Washington Bus	WA	\$253,250	Executive Director	\$108,760	\$97,022	2023
Move To Amend	CA	\$253,286	Director	\$4,800	\$4,130	2023
Naples Pride Inc	FL	\$253,687	President	\$64,583	\$58,717	2024
Fair Wisconsin Education Fund Inc	WI	\$253,859	Executive Director (Thru February)	\$59,299	\$59,936	2024
Pregnancy Help & Information	FL	\$253,952	Ceo	\$55,150	\$51,622	2023
No More A Stranger Foundation	UT	\$254,010	Executive Director	\$45,831	\$45,397	2024
Casa Of Southwest Georgia Inc	GA	\$254,994	Executive Di	\$54,288	\$54,389	2023
Formed Foundation	DC	\$255,102	Director	\$27,500	\$23,355	2024
Tennesseans For Alternatives To	TN	\$243,849	Executive Di	\$88,391	\$92,576	2023
Gay And Lesbian Community Center	MO	\$255,262	Executive Di	\$27,692	\$28,386	2024
Fundamedios Inc	DC	\$243,754	Chief Executive Officer	\$6,000	\$5,096	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 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 **334** organizations. Compensation range \$635–\$308,132; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$249,509); for reference, expenses \$276,150 and assets \$101,083.
ROLE MATCH	Noel E Nickle, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	69 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	62 nd

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 (Noel E Nickle) 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 334 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,600 is reasonable (approximately the 69th 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.