

Worldopt Institute Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Michael Bailey, Executive Director / CEO** (\$13,221) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

Benchmarked executive: Michael Bailey — reported title "SECRETARY", 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 (C34).

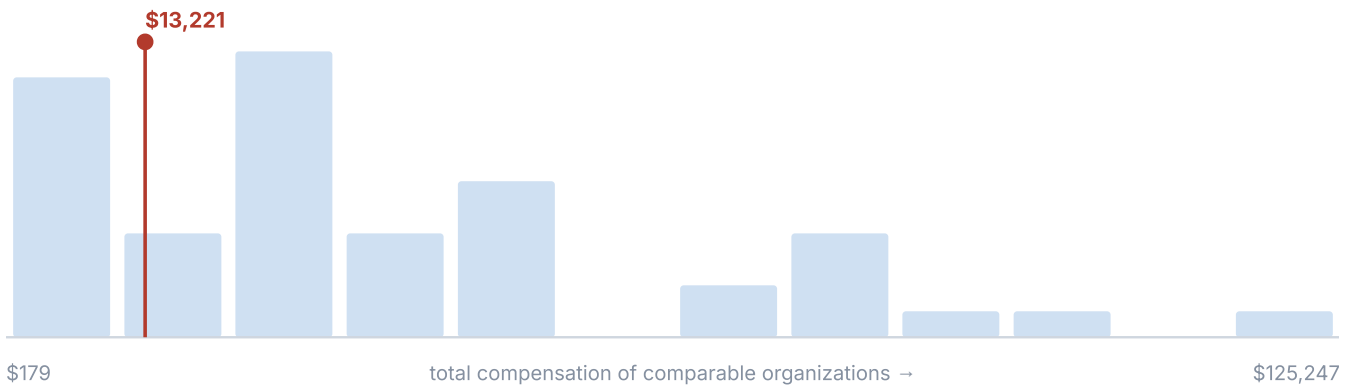
BUDGET Total revenue between \$38,971 and \$87,249 — 0.67x to 1.50x the subject's \$58,166 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography

→ **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,987	\$13,047	\$28,911	\$48,315	\$79,148	\$13,221
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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 HI 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
Bristol Virginia Public Schools Education Foundation	VA	\$57,923	Executive Director	\$28,554	\$31,703	2023
Friends Of Merrymeeting Bay	ME	\$58,443	Database Manager	\$155	\$179	2023
350org Action Fund	MA	\$58,516	Executive Director	\$34,973	\$35,102	2024
Islands First Inc	NY	\$58,985	Executive Director	\$50,317	\$52,284	2023
Borneo Research Council	ME	\$57,273	Treasurer	\$18,994	\$21,871	2023
Outdoor Intervention Inc	IN	\$57,041	President	\$39,803	\$46,883	2024
Magellan Foundation Inc	NY	\$56,783	President -	\$7,030	\$6,913	2025
Mcgill Rose Garden	SC	\$56,585	Sr Garden Di	\$23,500	\$27,383	2024
School Of Living	PA	\$56,215	Assistant Treasurer	\$2,138	\$2,381	2024
The Sunflower Land Trust Inc	KS	\$55,628	Chief Exec. Officer	\$32,500	\$39,217	2024
First People's Conservation Council	LA	\$61,737	President	\$3,000	\$3,690	2024
Warsaw Biblical Gardens Inc	IN	\$54,425	Board Member	\$6,200	\$7,303	2024
Partnership For Environmental Progress	CA	\$53,220	Executive Dir.	\$66,000	\$65,535	2023
Oakfield Conservation Club	WI	\$65,968	President	\$500	\$601	2023
Solar Austin	TX	\$66,281	Executive Director	\$26,833	\$29,980	2024
Foothill Conservancy	CA	\$66,411	Executive Director	\$26,926	\$25,969	2024
Recycling Rules Inc	MA	\$48,970	Founder And Executive Director	\$22,000	\$22,734	2023
Lake Erie Waterkeeper Inc	OH	\$67,619	Executive Director	\$6,000	\$7,098	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pines And Prairies Land Trust	TX	\$67,739	Executive Director	\$76,210	\$87,663	2023
Sportsmens Club Sauk Rapids Inc	MN	\$48,583	President	\$599	\$661	2024
Community Counts Colorado Inc	CO	\$67,973	Executive Di	\$23,100	\$25,471	2023
National Historic Trails Center	WY	\$68,225	Executive Director	\$40,000	\$47,841	2024
Center For Ecological Living & Learning	MD	\$69,268	President	\$94,952	\$99,152	2024
Go Alliance	OR	\$70,080	Director, President, Executive Director	\$76,680	\$79,536	2024
Meeker Memorial Hospital Foundation	MN	\$70,214	Foundation Director	\$12,154	\$13,414	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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 44 organizations. Compensation range \$179–\$125,247; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$58,166); for reference, expenses \$269,717 and assets \$1,622,153. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Michael Bailey, reported title "*SECRETARY*", 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	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	25 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	20 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 (Michael Bailey) 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 44 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,221 is reasonable (approximately the 25th 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.