

Texas Gun Sense

Executive Director / CEO

EIN 462247262

TX · NTEE R05

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicole Golden, Executive Director / CEO** (\$96,531) against **every comparable organization** that fit the selection criteria — **421** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Nicole Golden — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

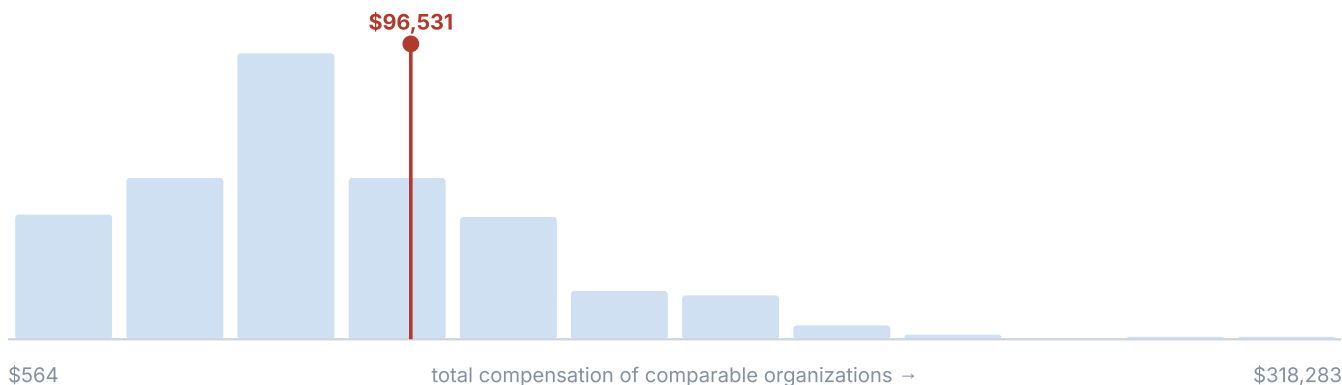
SECTOR Organizations sharing the subject's NTEE classification (R05).

BUDGET Total revenue between \$301,789 and \$675,648 — 0.67x to 1.50x the subject's \$450,432 (the band tightens as size grows).

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

421 organizations qualified on sector, size, and geography → **421** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,261	\$48,944	\$74,151	\$105,357	\$142,331	\$96,531
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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 TX 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
Pda North America	IL	\$450,444	President And Exective Director	\$40,625	\$39,927	2024
The Institute On Public Policy For	IL	\$450,670	Ceo	\$213,137	\$215,660	2023
Women Are Sacred Movement Inc	CA	\$450,008	Executive Di	\$85,000	\$75,542	2023
Maryland Rise Inc	MD	\$448,800	Former Executive Director	\$52,272	\$50,297	2023
World Trust Educational Services Inc	CA	\$452,232	Co-exec Dir	\$105,703	\$93,941	2023
Colage	RI	\$452,357	Executive Director	\$89,680	\$85,965	2024
Florida Citizens Alliance Inc	FL	\$453,419	Executive Di	\$50,000	\$46,957	2024
Casa Of Jefferson County	AL	\$447,140	Executive Director	\$75,115	\$81,124	2024
Central Alabama Fair	AL	\$454,239	Ex. Director	\$68,252	\$73,712	2024
Planned Parenthood Great Rivers Action	MO	\$446,425	Ceo	\$41,655	\$44,105	2024
Virginia Learns	VA	\$454,700	President An	\$205,997	\$204,711	2023
League Of Women Voters Of California Education Fund	CA	\$454,774	Executive Director	\$120,468	\$103,992	2024
The Future Of Free Speech	TN	\$454,878	President	\$36,000	\$38,946	2023
Center For Leadership & Neighborhood Engagement Inc	MN	\$455,041	Executive Director	\$56,667	\$57,630	2023
Communities United For People	OR	\$445,780	Co-director	\$79,576	\$76,057	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shock The System Foundation	CA	\$444,916	Ceo, Cfo, Secretary	\$18,600	\$16,056	2024
National Mobilization Against	NY	\$456,309	Executive Director	\$45,336	\$42,164	2023
Dedication To Community	NC	\$444,415	Founder & Ceo	\$138,788	\$143,360	2024
Native Peoples Action Inc	AK	\$456,507	Executive Dir.	\$24,440	\$24,049	2023
Young Peoples Alliance Education Fund	NC	\$456,822	Executive Director	\$60,883	\$62,889	2024
Garland County Casa Program	AR	\$457,086	Executive Director	\$60,583	\$66,322	2025
Wedignify	IL	\$443,561	Executive Director	\$73,903	\$72,633	2024
Capital District Gay And Lesbian	NY	\$457,881	Executive Di	\$79,611	\$71,916	2024
Christian Legal Aid Of The District Of	DC	\$441,791	Executive Director	\$84,930	\$74,505	2024
Out Montclair Inc	NJ	\$459,855	Executive Dir.	\$85,125	\$75,979	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 421 organizations. Compensation range \$564–\$318,283; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$450,432); for reference, expenses \$353,777 and assets \$596,538.

ROLE MATCH Nicole Golden, reported title *"Executive Dir."*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	70 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	63 rd

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 (Nicole Golden) 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 421 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,531 is reasonable (approximately the 70th 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.