

# Wylder Nation Foundation

Executive Director / CEO

EIN 462849095

AZ · NTEE G80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Steven Laffoon, Executive Director / CEO** (\$79,600) against **every comparable organization** that fit the selection criteria — **336** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 71<sup>st</sup> percentile of comparable organizations**

within the typical range

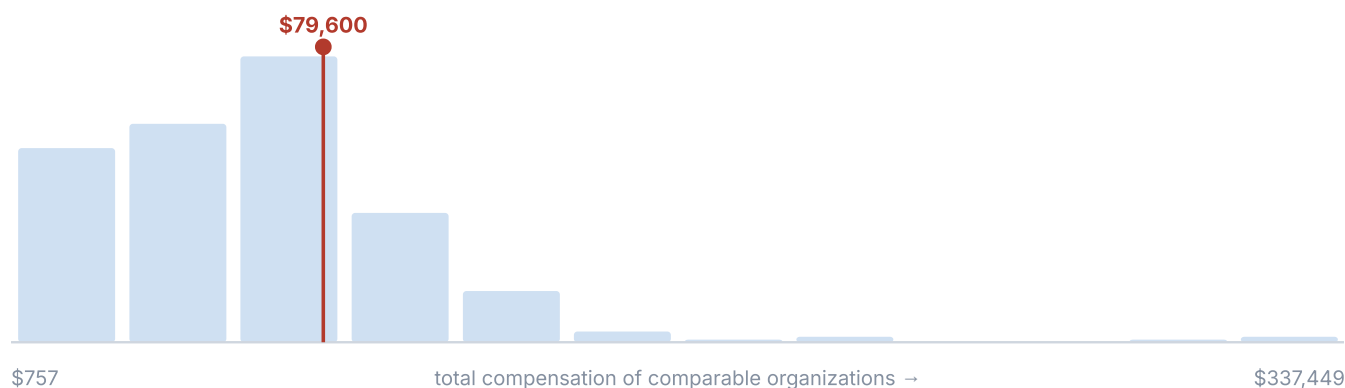
**Benchmarked executive:** Steven Laffoon — reported title “PRESIDENT/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G80).
BUDGET	Total revenue between \$186,032 and \$416,491 — 0.67x to 1.50x the subject's \$277,661 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**336** organizations qualified on sector, size, and geography → **336** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,477	\$33,633	\$61,586	\$82,793	\$108,288	\$79,600
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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 AZ 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
<a href="#">The Barry L Joyce Cancer Support Fund Inc</a>	NC	\$277,491	Executive Director	\$91,023	<b>\$97,794</b>	2023
<a href="#">Light Collective Inc</a>	OR	\$278,002	President	\$85,680	<b>\$82,734</b>	2023
<a href="#">Spina Bifida Association Of Greater</a>	MA	\$276,967	Executive Director	\$75,070	<b>\$68,131</b>	2024
<a href="#">Community Center For The Blind</a>	CA	\$276,926	Exec Director	\$75,246	<b>\$67,561</b>	2023
<a href="#">Global Nerve Foundation</a>	GA	\$278,600	Executive Director	\$140,000	<b>\$142,170</b>	2024
<a href="#">The Whole Spectrum Autism Foundation</a>	NJ	\$276,577	Ceo	\$8,640	<b>\$7,791</b>	2024
<a href="#">Walking Strong Inc</a>	CA	\$279,221	Executive Di	\$24,000	<b>\$20,930</b>	2024
<a href="#">Check For A Lump</a>	AZ	\$279,490	Executive Director	\$63,059	<b>\$63,059</b>	2023
<a href="#">Texas Central Hemophilia Association Inc</a>	TX	\$279,501	Executive Director	\$70,500	<b>\$73,329</b>	2023
<a href="#">Gina Quesenberry Breast Cancer</a>	ID	\$275,475	Executive Dir.	\$75,000	<b>\$80,579</b>	2024
<a href="#">Nightingales Harvest</a>	OH	\$280,595	Ceo	\$14,400	<b>\$15,859</b>	2023
<a href="#">Childrens Oncology Camping Association Intl</a>	AL	\$274,478	Executive Director	\$50,000	<b>\$56,167</b>	2023
<a href="#">Down Syndrome Association Of</a>	VA	\$273,601	Executive Director	\$48,359	<b>\$47,159</b>	2024
<a href="#">Autism Empowerment</a>	WA	\$283,060	Board Member	\$1,800	<b>\$1,676</b>	2023
<a href="#">5 Under 40 Foundation Corp</a>	NY	\$271,985	President	\$46,154	<b>\$43,366</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Visual Compassion Inc</a>	TX	\$283,424	Ceo	\$135,000	<b>\$136,388</b>	2024
<a href="#">Joe Beretta Foundation</a>	TN	\$271,831	Executive Director	\$62,391	<b>\$66,235</b>	2024
<a href="#">Lymphangiomatosis &amp; Gorhams Disease Alliance Inc</a>	FL	\$271,042	Executive Director	\$35,930	<b>\$34,090</b>	2024
<a href="#">Cancer Navigators Inc</a>	GA	\$284,637	Foundation D	\$19,534	<b>\$19,837</b>	2024
<a href="#">Tatton Brown Rahman Syndrome Community Inc</a>	NY	\$270,669	Executive Director	\$78,930	<b>\$72,035</b>	2024
<a href="#">Fellows Forum Inc</a>	FL	\$285,404	Chairman	\$2,000	<b>\$1,954</b>	2023
<a href="#">The Isaac Foundation</a>	WA	\$285,953	Executive Dir.	\$48,479	<b>\$43,836</b>	2024
<a href="#">Gaucher Community Alliance</a>	PA	\$268,783	Co-president	\$56,125	<b>\$58,197</b>	2023
<a href="#">Illinois Spina Bifida Association</a>	IL	\$268,679	Executive Director	\$88,556	<b>\$90,526</b>	2023
<a href="#">Empowering Epilepsy</a>	OH	\$268,660	Executive Dir.	\$72,685	<b>\$77,752</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2023 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 AZ 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 336 organizations. Compensation range \$757–\$337,449; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$277,661); for reference, expenses \$225,846 and assets \$1,213,236.

**ROLE MATCH** Steven Laffoon, reported title "*PRESIDENT/TREASURER*", 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	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	71 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	74 <sup>th</sup>
All sources (D + E + F), adjusted	66 <sup>th</sup>

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 (Steven Laffoon) 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 336 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,600 is reasonable (approximately the 71<sup>st</sup> 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.