

Wisconsin Badger State Sheriffs

Executive Director / CEO

EIN 464831850

WI - NTEE I60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Gossage, Executive Director / CEO** (\$17,931) against **every comparable organization** that fit the selection criteria — **564** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

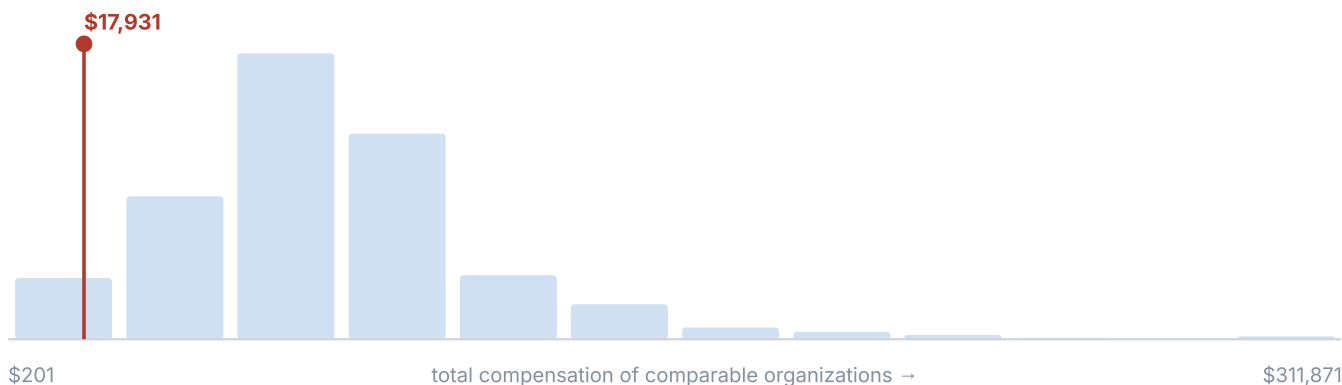
Benchmarked executive: John Gossage — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I60).
BUDGET	Total revenue between \$323,652 and \$724,594 — 0.67x to 1.50x the subject's \$483,063 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

564 organizations qualified on sector, size, and geography → **564** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,925	\$52,277	\$72,363	\$92,643	\$119,258	\$17,931
----------	----------	----------	----------	-----------	-----------------



■ 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 WI 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
Initiate Justice Action	CA	\$482,838	Secretary	\$250	\$201	2024
Why'd You Stop Me	CA	\$483,340	Founder	\$7,600	\$6,104	2024
East Baton Rouge Truancy	LA	\$483,761	Executive Di	\$89,800	\$91,966	2024
New Beginnings Reentry Services Inc	MA	\$482,091	Exec. Dir. & Board Member	\$107,870	\$90,153	2024
Midwest Native Coalition For Justice	KS	\$482,069	Executive Director	\$125,821	\$126,420	2024
Rights & Democracy Education Fund Inc	VT	\$484,515	Executive Director	\$100,025	\$93,635	2024
Florida Foundation For Correctional	FL	\$485,052	Executive Director	\$117,000	\$102,224	2024
Ruthless Kindness	CA	\$485,619	Ceo	\$127,730	\$102,579	2024
Innocence Delaware Inc	DE	\$486,466	Ed (From 4/24); Sec (Until 4/24)	\$24,750	\$22,539	2024
The Spector Criminal Justice Training	CT	\$486,702	Secretary	\$96,961	\$87,050	2023
Magdalene House Of Austin	TX	\$487,043	Executive Director	\$105,000	\$97,686	2024
Software Freedom Law Center Inc	NY	\$478,107	Pres, Exec Dir, & Chairman	\$61,584	\$50,422	2025
Hope For Her Florida Inc	FL	\$477,882	Board Secretary	\$65,500	\$57,228	2024
Children's Advocacy Center Of The	GA	\$488,254	Executive Director	\$65,000	\$60,785	2024
Advoz	PA	\$488,584	Executive Di	\$76,807	\$73,341	2023
Step Up To Justice	AZ	\$488,880	Executive Director	\$90,176	\$80,658	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Casa Of The Northern Bluegrass Region Inc	KY	\$489,238	Executive Director	\$84,836	\$87,273	2023
New Light Community Resource Foundation	SC	\$489,433	Executive Director	\$18,500	\$17,950	2024
Keeping Identities Safe Inc	DC	\$476,104	Chairman & President	\$153,514	\$128,991	2023
Marion Winston Court Services	AL	\$475,009	Director	\$112,544	\$113,080	2024
The Equal Voting Rights Institute	TX	\$491,331	Executive Di	\$244,288	\$227,270	2024
Mediation Services Of Maui Inc	HI	\$474,303	Executive Di	\$86,330	\$74,008	2023
Kidpower Of Colorado Inc	CO	\$474,224	Executive Director	\$75,229	\$69,071	2023
Accord A Center For Dispute	NY	\$473,999	Executive Director	\$78,729	\$64,460	2025
Brother Carl Hardrick Institute For	CT	\$473,644	President	\$103,968	\$90,663	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 564 organizations. Compensation range \$201–\$311,871; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$483,063); for reference, expenses \$451,896 and assets \$244,374.

ROLE MATCH	John Gossage, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	3 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 (John Gossage) 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 564 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,931 is reasonable (approximately the 4th 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.