

Idaho Diaper Bank Inc

Executive Director / CEO

EIN 465573014
 ID · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Traci Loftus, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **1073** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

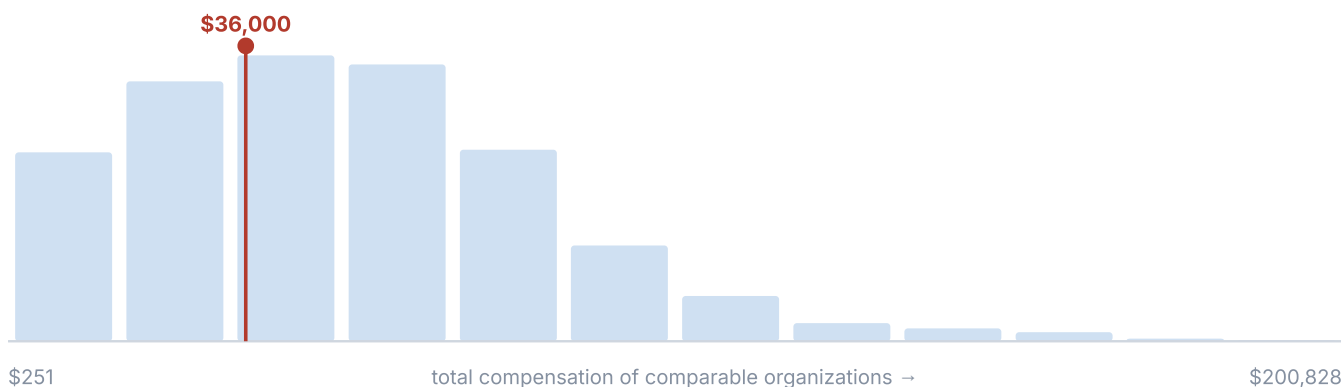
Benchmarked executive: Traci Loftus — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$206,484 and \$462,279 — 0.67x to 1.50x the subject's \$308,186 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,073 organizations qualified on sector, size, and geography → **1,073** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,012	\$27,041	\$48,337	\$69,085	\$89,764	\$36,000
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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 ID 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
Stateline Pregnancy Clinic Inc	WI	\$308,150	Executive Di	\$55,778	\$54,759	2024
Fathers Who Care Nfp	IL	\$308,447	Executive Director	\$85,000	\$78,554	2024
United Ways Of Tennessee	TN	\$308,603	Ceo	\$151,029	\$149,233	2024
Magpies And Peacocks Inc	TX	\$308,677	President	\$3,450	\$3,340	2023
The Set Me Free Project	NE	\$307,678	Ceo	\$34,615	\$34,998	2024
Beaverton Resource Center	OR	\$307,610	Executive Director	\$140,000	\$125,826	2023
Heart & Seoul Gospel Ministry	AZ	\$308,899	President	\$52,800	\$49,144	2023
Soup N Share Outreach Program	IL	\$307,443	Director	\$18,000	\$17,127	2023
Rising Stars Therapeutic Riding	ID	\$308,983	Executive Director	\$52,986	\$52,986	2024
Common Cup Ministry Inc	MN	\$309,122	Executive Di	\$60,500	\$57,856	2023
Plush Meadow Senior Housing Corp	SC	\$309,368	Exec Director	\$5,140	\$5,041	2024
Second Chance Cars Inc	MA	\$306,993	Executive Director	\$100,000	\$84,473	2024
Next Step Recovery Housing	AR	\$309,571	Executive Director	\$30,417	\$33,089	2023
Global Cities Group	NY	\$309,637	Ceo Founder Board Director	\$101,899	\$86,557	2024
The Village Legal And Community	IL	\$306,554	President & Ceo	\$74,754	\$69,085	2024
The Veterans Executive Corporation	CA	\$306,543	Executive Di	\$28,000	\$22,728	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Esther House	CO	\$309,910	Director	\$32,640	\$29,421	2024
Faith In Harm Reduction Inc	NY	\$306,273	Executive Dir.	\$59,350	\$50,414	2024
Honoring Americas Veterans	AZ	\$310,272	Executive Dir.	\$72,500	\$63,854	2025
Model Neighborhood Program	CA	\$310,286	Executive Director	\$52,775	\$42,839	2024
Wldforce Inc	CO	\$310,296	President Ceo	\$167,500	\$155,440	2023
Whosoever Mv Inc	MO	\$310,329	Men's Director	\$21,700	\$22,244	2023
Compassions Foundation Incorporated	AR	\$305,943	Executive Director	\$40,202	\$42,479	2024
Hannah's House 119	OH	\$310,768	Director	\$45,096	\$44,900	2024
Architects Of Hope Inc	CA	\$311,042	President & Ceo	\$45,000	\$37,606	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	1073 organizations. Compensation range \$251–\$200,828; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$308,186); for reference, expenses \$346,735 and assets \$136,170.
ROLE MATCH	Traci Loftus, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 21 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	35 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	33 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 (Traci Loftus) 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 1073 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 35th 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.