

# Outside Perspectives Inc

Executive Director / CEO

EIN 473624137

CT · NTEE B90

FY ending 2024-10-31

June 10, 2026

This analysis benchmarks the total compensation of **Nicola Wood, Executive Director / CEO** (\$62,000) against **every comparable organization** that fit the selection criteria — **486** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

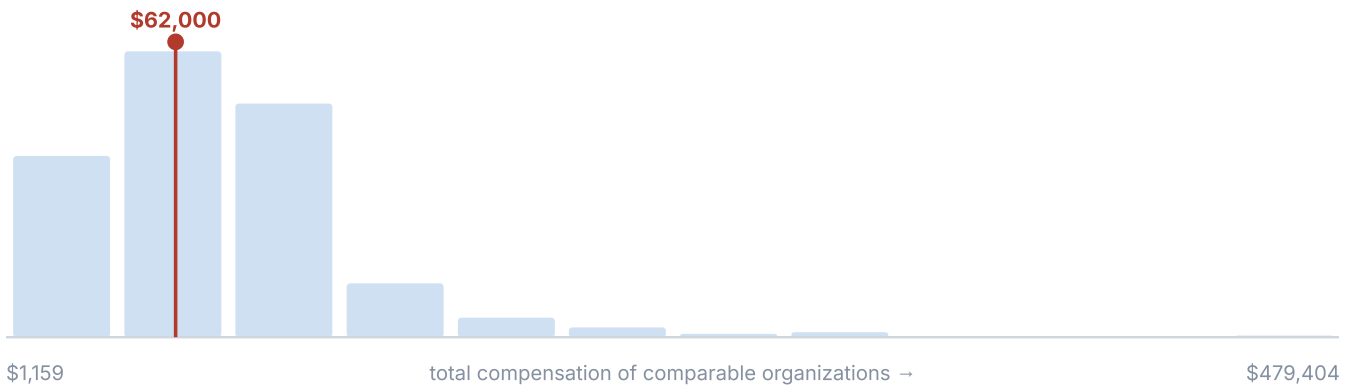
**Benchmarked executive:** Nicola Wood — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$299,733 and \$671,046 — 0.67x to 1.50x the subject's \$447,364 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**486** organizations qualified on sector, size, and geography → **486** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,701	\$44,610	\$68,058	\$101,615	\$127,526	\$62,000
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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 CT 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="#">Nalukai Foundation</a>	HI	\$446,806	Cfo	\$50,000	<b>\$49,154</b>	2023
<a href="#">Inter-faith Thrift Shop Inc</a>	OH	\$447,929	Executive Di	\$25,195	<b>\$28,461</b>	2024
<a href="#">Innovation Ohio Education Fund</a>	OH	\$446,331	Ceo	\$65,305	<b>\$75,950</b>	2023
<a href="#">St Nicholas Academy</a>	MO	\$448,465	Executive Di	\$92,651	<b>\$104,661</b>	2024
<a href="#">Edgewater Collective</a>	CO	\$445,902	Executive Director	\$65,500	<b>\$68,965</b>	2023
<a href="#">Reach Western Ct Inc</a>	CT	\$445,823	Exec Dir (7/2024-2/2025), Prog Dir	\$121,170	<b>\$118,047</b>	2025
<a href="#">Achieving Community Task Successfully</a>	TX	\$449,491	Executive Director	\$18,000	<b>\$19,771</b>	2023
<a href="#">Mobile Area Interfaith Conference</a>	AL	\$449,877	Executive Director	\$71,897	<b>\$82,841</b>	2024
<a href="#">Scentsability Micro-enterprise Inc</a>	FL	\$444,348	Employee	\$26,194	<b>\$26,245</b>	2024
<a href="#">Health &amp; Technology Training Institute</a>	PA	\$444,050	Executive Director (P)	\$56,074	<b>\$59,640</b>	2024
<a href="#">Vmi Inc</a>	VT	\$450,829	Executive Director	\$103,224	<b>\$114,084</b>	2023
<a href="#">Central Miami Christian Academy Inc</a>	FL	\$443,333	Administrator	\$65,000	<b>\$63,447</b>	2025
<a href="#">Books In Homes Usa Inc</a>	PA	\$442,791	Board Chair	\$23,333	<b>\$25,550</b>	2023
<a href="#">Partners In Academics &amp; Therapeutic</a>	VA	\$452,399	President	\$7,725	<b>\$7,955</b>	2024
<a href="#">Kids Place At Sequoyah Inc</a>	TN	\$442,276	Executive Director	\$55,500	<b>\$60,616</b>	2025
<a href="#">Roots Family Center</a>	CO	\$441,622	Executive Director	\$106,741	<b>\$106,349</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ukraine Global Scholars Foundation</a>	MA	\$454,091	Officer President	\$68,269	<b>\$65,430</b>	2024
<a href="#">Paid In Full Oregon</a>	OR	\$440,523	Executive Director	\$66,667	<b>\$67,980</b>	2023
<a href="#">Homework House Inc</a>	MA	\$454,620	Executive Dir.	\$66,590	<b>\$65,706</b>	2023
<a href="#">Memoria Decolonial Inc</a>	PR	\$439,801	President	\$12,000	<b>\$12,000</b>	2024
<a href="#">Mississippi Farm Bureau Foundation &amp;</a>	MS	\$455,622	President	\$46,848	<b>\$55,649</b>	2024
<a href="#">Routt County Riders</a>	CO	\$455,653	Executive Dir.	\$79,660	<b>\$81,467</b>	2024
<a href="#">Long Beach City College Auxiliary Inc</a>	CA	\$456,103	Director Bss	\$176,912	<b>\$167,741</b>	2023
<a href="#">Leadachild Society</a>	KS	\$457,169	Executive Director	\$121,251	<b>\$139,708</b>	2024
<a href="#">Erudite Russian Language Educational And Cultural Center Inc</a>	VA	\$457,817	President, Director	\$40,500	<b>\$42,938</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 486 organizations. Compensation range \$1,159–\$479,404; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$447,364); for reference, expenses \$409,440 and assets \$72,658.

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

**RELATED-ORG PAY** 26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 13 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	30 <sup>th</sup>
All sources (D + E + F), adjusted	39 <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 (Nicola Wood) 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 10, 2026, comparing compensation against 486 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,000 is reasonable (approximately the 42<sup>nd</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 10, 2026.