

# Rights & Democracy Education Fund Inc

Executive Director / CEO

EIN 475375511

VT · NTEE I20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alison Nihart, Executive Director / CEO** (\$100,025) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

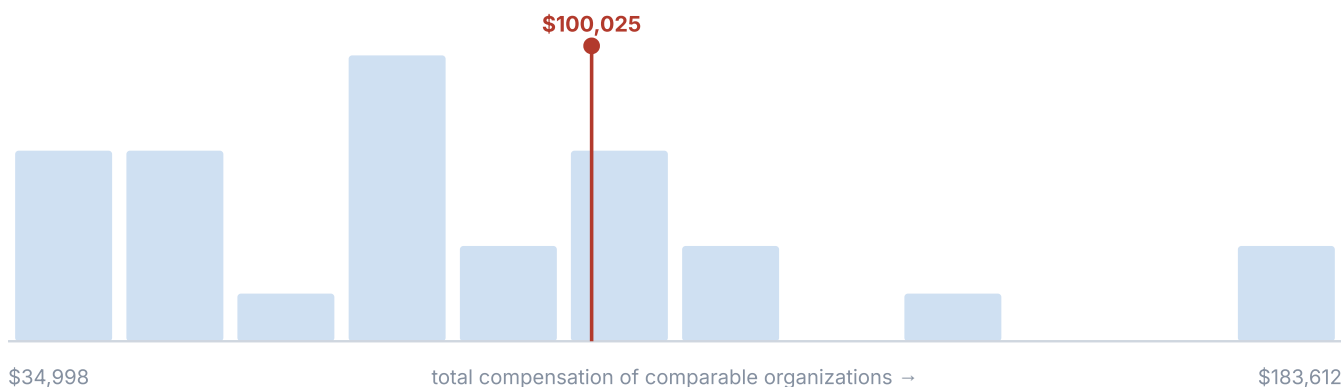
**Benchmarked executive:** Alison Nihart — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

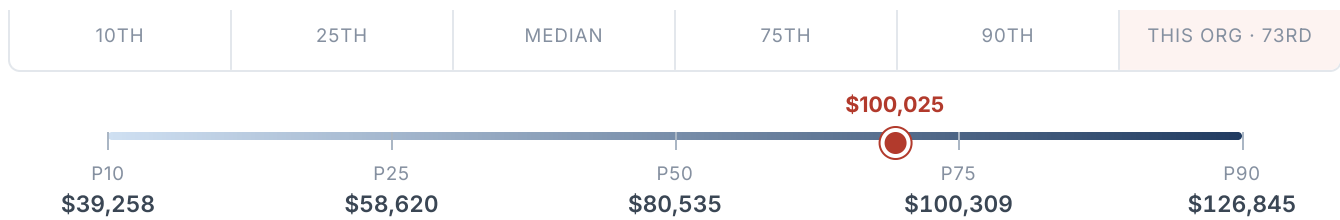
SECTOR	Organizations sharing the subject's NTEE classification (I20).
BUDGET	Total revenue between \$324,625 and \$726,772 — 0.67x to 1.50x the subject's \$484,515 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I20), nationwide + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$39,258	\$58,620	\$80,535	\$100,309	\$126,845	\$100,025
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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 VT 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="#">Advoz</a>	PA	\$488,584	Executive Di	\$76,807	<b>\$78,346</b>	2023
<a href="#">Keeping Identities Safe Inc</a>	DC	\$476,104	Chairman & President	\$153,514	<b>\$137,793</b>	2023
<a href="#">Missing Pieces Community Development Corporation</a>	IN	\$494,313	Executive Director	\$175,249	<b>\$183,612</b>	2024
<a href="#">Wave Educational Fund Inc</a>	WI	\$510,510	Executive Dir.	\$106,981	<b>\$114,282</b>	2023
<a href="#">Young New Yorkers Inc</a>	NY	\$449,219	Executive Dir.	\$191,537	<b>\$171,956</b>	2024
<a href="#">Mill Creek Senior Housing Corp</a>	MI	\$444,518	Administrator	\$55,148	<b>\$56,553</b>	2024
<a href="#">Central Fl Crimeline Program Inc</a>	FL	\$527,209	Executive Director	\$106,374	<b>\$99,282</b>	2024
<a href="#">Detroit Crime Commission</a>	MI	\$531,413	Executive Director	\$95,334	<b>\$100,651</b>	2023
<a href="#">Crime Stoppers Of Memphis And Shelby County Inc</a>	TN	\$558,491	Ex. Director	\$52,400	<b>\$56,339</b>	2023
<a href="#">Morgan Nick Foundation Inc</a>	AR	\$401,560	Exec Director	\$56,592	<b>\$63,200</b>	2024
<a href="#">Off-the-grid Missions</a>	CA	\$401,509	President & Ceo	\$92,385	<b>\$79,257</b>	2024
<a href="#">First Coast Crime Stoppers Inc</a>	FL	\$574,688	Executive Director	\$40,942	<b>\$38,213</b>	2024
<a href="#">Headwaters At Incarnate Word Inc</a>	TX	\$390,236	Executive Dir.	\$77,000	<b>\$76,525</b>	2024
<a href="#">100 E 182nd Street Housing</a>	NY	\$387,966	Treasurer/secretary	\$44,892	<b>\$40,303</b>	2024
<a href="#">Radkids Inc</a>	NC	\$385,662	Executive Di	\$96,000	<b>\$101,462</b>	2023
<a href="#">Hampton Farms Senior Housing Corporation</a>	MI	\$372,157	Administrator	\$57,066	<b>\$58,520</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Elementz</a>	OH	\$367,579	Executive Dir.	\$110,138	<b>\$115,897</b>	2024
<a href="#">Crimestoppers 215stop Inc</a>	AL	\$603,460	Executive Di	\$91,630	<b>\$98,350</b>	2024
<a href="#">The Alliance For A Safer Greater</a>	MI	\$347,472	President	\$84,691	<b>\$86,849</b>	2024
<a href="#">Children's Safety Village Of Central</a>	FL	\$339,777	Executive Director	\$88,899	<b>\$82,972</b>	2024
<a href="#">Whittier Alliance</a>	MN	\$331,942	Executive Director	\$38,651	<b>\$37,944</b>	2024
<a href="#">The Albemarle County Police</a>	VA	\$331,710	Executive Di	\$76,300	<b>\$73,193</b>	2024
<a href="#">Nevada Child Seekers</a>	NV	\$330,343	Executive Di	\$82,152	<b>\$81,813</b>	2024
<a href="#">North Carolinians Against Gun</a>	NC	\$326,372	Executive Dir.	\$58,914	<b>\$58,920</b>	2025
<a href="#">New Philadelphia City Schools</a>	OH	\$652,901	Assistant Tr	\$34,139	<b>\$34,998</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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** 26 organizations. Compensation range \$34,998–\$183,612; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$484,515); for reference, expenses \$904,068 and assets \$148,933. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Alison Nihart, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 2 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	54 <sup>th</sup>
All sources (D + E + F), adjusted	69 <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 (Alison Nihart) 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 26 similarly situated organizations (Same NTEE sector (I20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,025 is reasonable (approximately the 73<sup>rd</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.