

Morgan Nick Foundation Inc

Executive Director / CEO

EIN 710797808

AR · NTEE I200

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Colleen S Nick, Executive Director / CEO** (\$56,592) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Colleen S Nick — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (I200).

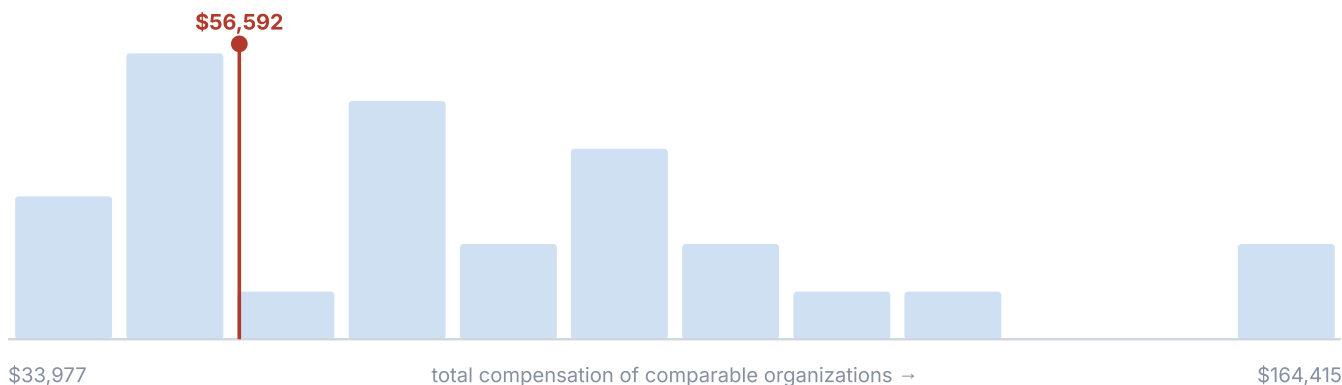
BUDGET Total revenue between \$269,045 and \$602,340 — 0.67x to 1.50x the subject's \$401,560 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (I20), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$41,837	\$52,580	\$73,259	\$90,490	\$120,502	\$56,592
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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 AR 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
Off-the-grid Missions	CA	\$401,509	President & Ceo	\$92,385	\$70,971	2024
Headwaters At Incarnate Word Inc	TX	\$390,236	Executive Dir.	\$77,000	\$68,524	2024
100 E 182nd Street Housing	NY	\$387,966	Treasurer/secretary	\$44,892	\$36,089	2024
Radkids Inc	NC	\$385,662	Executive Di	\$96,000	\$90,853	2023
Hampton Farms Senior Housing Corporation	MI	\$372,157	Administrator	\$57,066	\$52,401	2024
Elementz	OH	\$367,579	Executive Dir.	\$110,138	\$103,779	2024
Mill Creek Senior Housing Corp	MI	\$444,518	Administrator	\$55,148	\$50,640	2024
Young New Yorkers Inc	NY	\$449,219	Executive Dir.	\$191,537	\$153,977	2024
The Alliance For A Safer Greater	MI	\$347,472	President	\$84,691	\$77,768	2024
Children's Safety Village Of Central	FL	\$339,777	Executive Director	\$88,899	\$74,297	2024
Whittier Alliance	MN	\$331,942	Executive Director	\$38,651	\$33,977	2024
The Albemarle County Police	VA	\$331,710	Executive Di	\$76,300	\$65,541	2024
Nevada Child Seekers	NV	\$330,343	Executive Di	\$82,152	\$73,259	2024
Keeping Identities Safe Inc	DC	\$476,104	Chairman & President	\$153,514	\$123,386	2023
North Carolinians Against Gun	NC	\$326,372	Executive Dir.	\$58,914	\$52,759	2025
Rights & Democracy Education Fund Inc	VT	\$484,515	Executive Director	\$100,025	\$89,567	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sylvania Prevention Alliance	OH	\$317,197	Trustee/exec	\$58,451	\$53,656	2025
Advoz	PA	\$488,584	Executive Di	\$76,807	\$70,155	2023
Center For Non-violent Education & Parenting	CA	\$310,597	Executive Director	\$116,061	\$86,860	2025
Missing Pieces Community Development Corporation	IN	\$494,313	Executive Director	\$175,249	\$164,415	2024
Wave Educational Fund Inc	WI	\$510,510	Executive Dir.	\$106,981	\$102,333	2023
Citizens Crime Commission Of Delaware Valley	PA	\$283,394	President	\$50,000	\$45,669	2023
Momentum Nonprofit Partners	TN	\$281,398	Chief Executive Officer	\$123,166	\$118,579	2023
Central FI Crimeline Program Inc	FL	\$527,209	Executive Director	\$106,374	\$88,902	2024
Detroit Crime Commission	MI	\$531,413	Executive Director	\$95,334	\$90,127	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	27 organizations. Compensation range \$33,977–\$164,415; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$401,560); for reference, expenses \$459,534 and assets \$216,393.
ROLE MATCH	Colleen S Nick, reported title "EXEC 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	33 rd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	30 th

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 (Colleen S Nick) 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 13, 2026, comparing compensation against 27 similarly situated organizations (Same NTEE sector (I20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,592 is reasonable (approximately the 33rd 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 13, 2026.