

# Northwest Wyoming Family Planning

Executive Director / CEO

EIN **830303520**  
 WY · NTEE P41Z  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Michelle Gutierrez, Executive Director / CEO** (\$76,363) against the **2000** closest of **3,722** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Michelle Gutierrez — 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 (P41Z).
BUDGET	Total revenue between \$227,541 and \$509,421 — 0.67x to 1.50x the subject's \$339,614 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,722** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$14,942	\$28,967	\$48,169	\$66,435	\$86,646	<b>\$76,363</b>
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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 WY 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="#">Homebound Chesed Inc</a>	NY	\$339,680	Director Of Operations	\$37,500	<b>\$30,737</b>	2024
<a href="#">Ywca Of Lincoln</a>	NE	\$339,689	Executive Director	\$95,566	<b>\$93,235</b>	2024
<a href="#">The Wintercare Energy Fund Inc</a>	KY	\$339,524	Executive Director	\$62,966	<b>\$61,363</b>	2024
<a href="#">2not1 Fatherhood &amp; Families</a>	KY	\$339,486	Ceo	\$35,000	<b>\$35,116</b>	2023
<a href="#">Gabriel Project Inc</a>	IN	\$339,428	President And Exec Director	\$29,846	<b>\$29,393</b>	2023
<a href="#">Lumpkin County Family Connection</a>	GA	\$339,834	Exec Directo	\$43,607	<b>\$38,746</b>	2025
<a href="#">Luna Family Support Services Inc</a>	MD	\$340,004	Executive Director	\$72,000	<b>\$62,862</b>	2023
<a href="#">Churches For Streets Of Hope Inc</a>	MD	\$340,035	Dir. Of Oper	\$57,359	<b>\$48,642</b>	2024
<a href="#">The Center Foundation Inc</a>	NY	\$340,071	President	\$99,251	<b>\$81,352</b>	2024
<a href="#">Needs Of The Community Society</a>	WA	\$340,160	Presidentex Director	\$55,200	<b>\$44,828</b>	2024
<a href="#">Womens Resource Center</a>	NC	\$340,170	Executive Director	\$50,287	<b>\$47,131</b>	2024
<a href="#">Central Outreach Resource And Refer</a>	PA	\$339,015	Ex Dir	\$142,503	<b>\$128,903</b>	2024
<a href="#">Beyond Pregnancy Care Inc</a>	FL	\$338,985	Executive Director	\$70,542	<b>\$60,110</b>	2024
<a href="#">New Beginnings Community Center Inc</a>	NY	\$338,954	President	\$12,100	<b>\$9,918</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Little Disciples Early Learning</a>	TX	\$338,909	Director	\$86,978	<b>\$76,886</b>	2025
<a href="#">Africa Development Promise</a>	CO	\$340,321	Executive Director	\$28,038	<b>\$24,387</b>	2024
<a href="#">Teachers Supply Closet</a>	SC	\$338,844	Executive Dir.	\$72,347	<b>\$68,461</b>	2024
<a href="#">Next Move Program</a>	VA	\$340,422	Executive Director & Co-founder	\$78,757	<b>\$71,014</b>	2023
<a href="#">Jackson Center For Conductive Education</a>	IN	\$338,751	Program Director	\$55,000	<b>\$54,165</b>	2023
<a href="#">Home Is Here Nola</a>	LA	\$338,714	Co-executive Director	\$80,000	<b>\$82,265</b>	2023
<a href="#">Inter-lakes Day Care Center Inc</a>	NH	\$338,670	Executive Director	\$44,170	<b>\$38,088</b>	2023
<a href="#">Autism Family Services Of Nj</a>	NJ	\$338,599	Chief Executive Officer	\$14,749	<b>\$11,945</b>	2024
<a href="#">Fremont County Alliance Against Dom Viol</a>	WY	\$340,664	Director	\$65,076	<b>\$63,209</b>	2024
<a href="#">Transformation House</a>	TX	\$338,538	Executive Driector	\$71,845	<b>\$67,114</b>	2023
<a href="#">Holding Hands Resale Shop</a>	MS	\$340,782	Executive Di	\$38,271	<b>\$39,805</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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 **2000** organizations. Compensation range \$16–\$501,365; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$339,614); for reference, expenses \$353,238 and assets \$224,285.
ROLE MATCH	Michelle Gutierrez, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	130 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	41 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	78 <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 (Michelle Gutierrez) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,363 is reasonable (approximately the 84<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.