

Equality Utah

Executive Director / CEO

This analysis benchmarks the total compensation of **Troy Williams, Executive Director / CEO** (\$37,000) against **every comparable organization** that fit the selection criteria — **110** 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

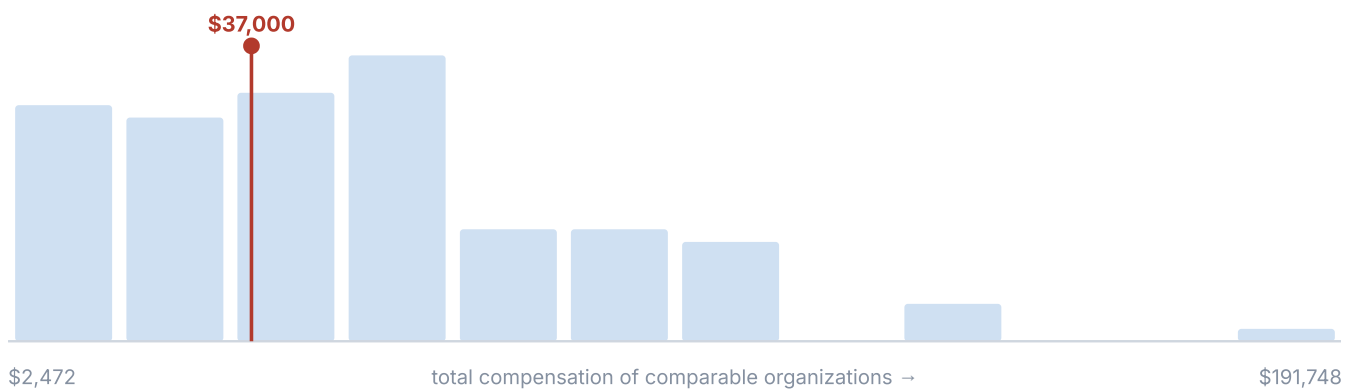
Benchmarked executive: Troy Williams — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R26).
BUDGET	Total revenue between \$93,114 and \$208,465 — 0.67x to 1.50x the subject's \$138,977 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

110 organizations qualified on sector, size, and geography → **110** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,377	\$24,867	\$46,968	\$67,318	\$99,817	\$37,000
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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 UT 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
Children's Rights Council Inc	MD	\$136,124	Director	\$77,320	\$66,834	2025
Family Diversity Projects Inc	MA	\$135,057	President	\$73,108	\$62,348	2024
Broward Organized Leaders Doing Justice	FL	\$132,971	Lead Organizer	\$95,708	\$87,848	2023
Campaign To Decriminalize Sex Work	TX	\$145,433	Political Director	\$39,299	\$37,308	2024
Peach Concerned Citizens Inc	GA	\$131,236	Ceo	\$15,530	\$15,257	2023
Welfare Rights Organization	LA	\$130,354	Executive Director	\$20,223	\$21,757	2023
North Carolina Family Policy	NC	\$129,563	President	\$21,058	\$20,650	2024
Alliance Of Tribal Coalitions To	OK	\$149,734	Executive Director	\$101,340	\$109,029	2023
Abate Of Michigan Inc	MI	\$149,866	President	\$3,600	\$3,631	2023
The Opportunity To Learn Action Fund	MA	\$150,000	Treasurer	\$61,234	\$53,764	2023
Global Zero Action	DC	\$150,369	President	\$29,055	\$24,912	2023
Hammer & Hope Inc	NY	\$150,840	President	\$2,800	\$2,472	2023
Praxis Peace Institute	CA	\$151,241	President	\$40,800	\$33,435	2024
Central Kansas Court Appointed Special Advocates	KS	\$151,702	Executive Director	\$46,083	\$47,248	2024
Oregon Firearms Federation	OR	\$125,325	Director	\$55,000	\$49,904	2023
Idaho 2 Fly Inc	ID	\$153,042	Secretary	\$17,693	\$17,862	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Self Advocacy Inc	NY	\$153,213	Executive Director	\$62,258	\$53,391	2024
New York Newspapers Foundation Inc	NY	\$153,346	Asst Sec - T	\$5,150	\$4,416	2024
Mass Alliance Inc	MA	\$153,675	Executive Di	\$27,747	\$24,362	2023
Memphis For All	TN	\$124,252	Board Member	\$38,642	\$39,686	2023
My Fathers Vineyard Inc	PA	\$155,050	President	\$61,800	\$58,488	2024
Start Empowerment Inc	TX	\$155,281	Executive Director	\$12,280	\$12,002	2023
Christian Womens Job Corps Of Rusk	TX	\$121,524	Executive Dir.	\$45,691	\$43,376	2024
Noh8 Campaign	CA	\$157,031	President	\$39,583	\$32,438	2024
Word Is Bond	OR	\$120,761	Executive Director	\$68,895	\$62,512	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 110 organizations. Compensation range \$2,472–\$191,748; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$138,977); for reference, expenses \$228,690 and assets \$429,013. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Troy Williams, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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)	34 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	95 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 (Troy Williams) 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 110 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,000 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.