

# Fort Wayne Pride Incorporated

Executive Director / CEO

EIN 841668955  
 IN · NTEE R26  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Nicole Fultz, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

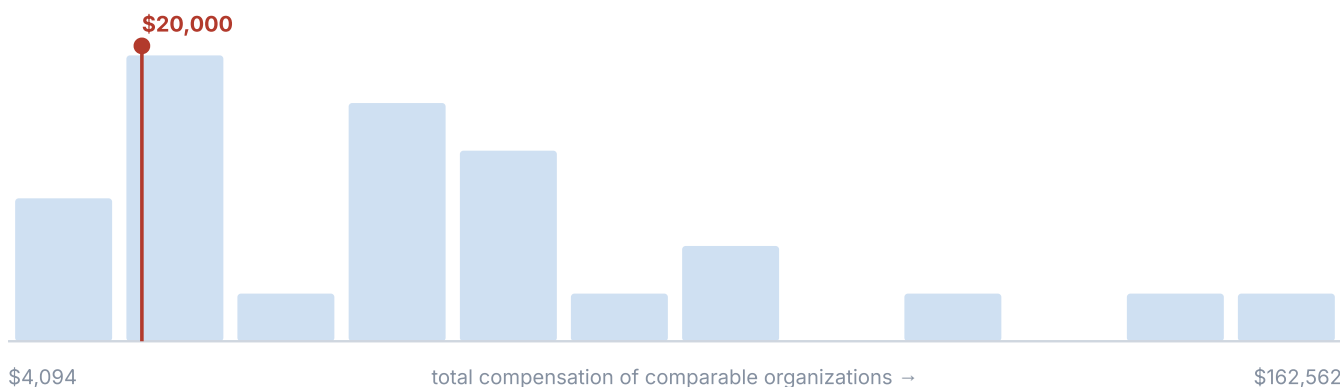
**Benchmarked executive:** Nicole Fultz — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R26).
BUDGET	Total revenue between \$181,953 and \$407,358 — 0.67x to 1.50x the subject's \$271,572 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R26), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,622	\$25,334	\$50,125	\$67,962	\$111,152	\$20,000
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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 IN 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="#">Bare Chest Calendar Inc</a>	CA	\$277,420	President	\$26,700	<b>\$21,235</b>	2024
<a href="#">Prism FI Inc</a>	FL	\$281,311	Executive Director	\$54,615	<b>\$47,256</b>	2024
<a href="#">Gay And Lesbian Community Center</a>	MO	\$255,262	Executive Di	\$27,692	<b>\$27,015</b>	2024
<a href="#">Witness Change Inc</a>	GA	\$288,030	President	\$57,990	<b>\$55,291</b>	2023
<a href="#">Fair Wisconsin Education Fund Inc</a>	WI	\$253,859	Executive Director (Thru February)	\$59,299	<b>\$57,041</b>	2024
<a href="#">Naples Pride Inc</a>	FL	\$253,687	President	\$64,583	<b>\$55,881</b>	2024
<a href="#">Asian And Pacific Islanders For Lgbtq Equality-la</a>	CA	\$250,327	Executive Director	\$76,976	<b>\$63,030</b>	2023
<a href="#">Unhushed</a>	TX	\$295,125	Executive Director	\$20,000	<b>\$18,427</b>	2024
<a href="#">Great Lakes Bay Pride</a>	MI	\$247,373	Executive Di	\$71,487	<b>\$67,962</b>	2024
<a href="#">Fairness West Virginia Inc</a>	WV	\$236,045	Executive Di	\$70,369	<b>\$70,177</b>	2024
<a href="#">Casper Pride</a>	WY	\$227,305	Executive Director	\$32,921	<b>\$32,470</b>	2024
<a href="#">Sgm Alliance Inc</a>	FL	\$316,936	Treasurer	\$4,940	<b>\$4,401</b>	2023
<a href="#">Equality Nc</a>	NC	\$320,180	Executive Director	\$16,202	<b>\$15,419</b>	2024
<a href="#">Boston Lesbigan Urban Foundation</a>	MA	\$321,060	President	\$101,580	<b>\$84,076</b>	2024
<a href="#">National Queer Asian Pacific Islander</a>	NY	\$324,767	Executive Dir.	\$145,750	<b>\$121,306</b>	2024
<a href="#">Reveille Gay Mens Chorus</a>	AZ	\$206,766	Artistic Director	\$28,600	<b>\$25,334</b>	2024
<a href="#">Lesbian &amp; Gay Law Association</a>	NY	\$342,724	Executive Dir.	\$115,250	<b>\$95,921</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alliance For Full Acceptance</a>	SC	\$342,993	Key Employee	\$49,583	<b>\$49,051</b>	2023
<a href="#">North Idaho Pride Alliance</a>	ID	\$193,870	Executive Dir.	\$26,093	<b>\$25,566</b>	2024
<a href="#">Colorado Civic Engagement</a>	CO	\$350,411	Executive Di	\$178,783	<b>\$162,562</b>	2023
<a href="#">Black Queer Town Hall</a>	CA	\$372,204	Chair	\$5,000	<b>\$4,094</b>	2023
<a href="#">Modern Military Association Of America</a>	DC	\$372,502	Executive Dir.	\$168,747	<b>\$136,391</b>	2024
<a href="#">Montana Two Spirit Society</a>	MT	\$373,292	Executive Director	\$24,820	<b>\$24,643</b>	2024
<a href="#">The Equality Alliance</a>	TX	\$375,216	Executive Director	\$65,414	<b>\$62,049</b>	2023
<a href="#">Northwest Arkansas Equality Inc</a>	AR	\$398,471	Executive Director	\$48,415	<b>\$50,125</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	25 organizations. Compensation range \$4,094–\$162,562; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$271,572); for reference, expenses \$258,910 and assets \$110,710.
ROLE MATCH	Nicole Fultz, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers 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	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	12 <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 (Nicole Fultz) 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 25 similarly situated organizations (Same NTEE sector (R26), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 16<sup>th</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.