

# Outlaw Square Inc

Executive Director / CEO

EIN 843483302

SD · NTEE S99

FY ending 2023-10-31

June 9, 2026

This analysis benchmarks the total compensation of **Wade Morris, Executive Director / CEO** (\$68,498) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65<sup>th</sup>** percentile of comparable organizations within the typical range

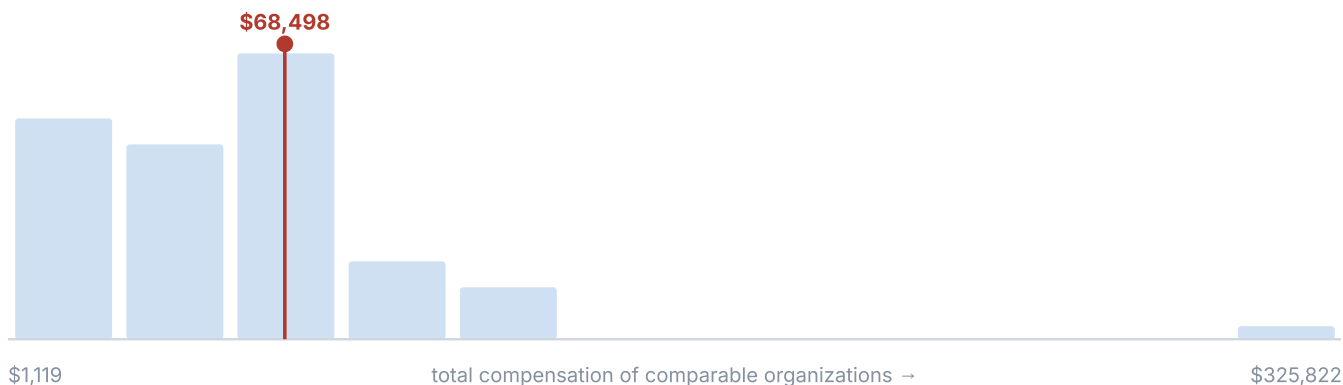
**Benchmarked executive:** Wade Morris — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S99).
BUDGET	Total revenue between \$284,455 and \$636,841 — 0.67x to 1.50x the subject's \$424,561 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

**65** organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,366	\$26,398	\$55,434	\$76,890	\$93,135	\$68,498
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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 SD 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="#">Mid-atlantic Off-road Enthusiasts Inc</a>	VA	\$425,679	Executive Director	\$90,483	<b>\$76,890</b>	2024
<a href="#">Osborne Holdings Inc</a>	IN	\$428,952	President/secretary	\$20,168	<b>\$19,271</b>	2023
<a href="#">Fraternal Order Of Police Maricopa Lodge Corp 5</a>	AZ	\$417,353	Secretary	\$2,400	<b>\$2,091</b>	2023
<a href="#">Akahiao Nature Institute</a>	HI	\$417,126	Vice Preside	\$25,600	<b>\$20,768</b>	2023
<a href="#">National Talent Collaborative</a>	CA	\$434,295	Ceo	\$130,000	<b>\$98,796</b>	2024
<a href="#">Jwc Foundation</a>	VA	\$408,956	Executive Dir.	\$94,364	<b>\$80,188</b>	2024
<a href="#">Creative Class Collective</a>	CA	\$440,344	Secretary	\$62,576	<b>\$47,556</b>	2024
<a href="#">Electric Lit Inc</a>	NY	\$445,570	Executive Director	\$61,777	<b>\$49,130</b>	2024
<a href="#">Rogue Action Center</a>	OR	\$450,439	Co-executive Director	\$61,150	<b>\$49,979</b>	2024
<a href="#">Child Advocacy Services Segal Inc</a>	GA	\$397,195	Executive Director	\$53,302	<b>\$48,562</b>	2023
<a href="#">Spring Branch Human Resources Partnership Inc</a>	TX	\$395,476	Executive Director	\$139,200	<b>\$126,168</b>	2023
<a href="#">Ten At The Top</a>	SC	\$389,789	Executive Director	\$70,300	<b>\$64,546</b>	2024
<a href="#">Amherst Community Connections</a>	MA	\$385,047	Founder/exec. Dir., Ex-officio	\$111,534	<b>\$88,209</b>	2024
<a href="#">Globe Aware</a>	TX	\$384,710	Chairman/director	\$65,200	<b>\$57,400</b>	2024
<a href="#">Community Council</a>	WA	\$384,254	Executive Di	\$110,978	<b>\$90,029</b>	2023
<a href="#">The Bodgery Inc</a>	WI	\$377,838	Director At Large	\$1,443	<b>\$1,366</b>	2023
<a href="#">Elevate Biotech Inc</a>	NY	\$475,036	Executive Director	\$91,929	<b>\$73,110</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Laramie Main Street Alliance</a>	WY	\$371,188	Executive Di	\$51,637	<b>\$48,665</b>	2024
<a href="#">Libertyville Civic Center Foundation</a>	IL	\$480,668	Executive Director	\$102,329	<b>\$91,155</b>	2023
<a href="#">Armi Housing Corporation</a>	NY	\$363,810	Executive Vp & Ceo	\$114,621	<b>\$93,849</b>	2023
<a href="#">Aina Alliance</a>	HI	\$489,429	Treasurer	\$4,254	<b>\$3,352</b>	2024
<a href="#">Dream Innovations Incorporated</a>	MS	\$358,479	Finance Manager	\$45,000	<b>\$44,110</b>	2024
<a href="#">Long Island Business Development Council Inc</a>	NY	\$357,225	Executive Board	\$11,800	<b>\$9,384</b>	2024
<a href="#">Hispanic Management Organization Inc</a>	IL	\$492,838	Chief Executive Officer	\$20,702	<b>\$18,441</b>	2023
<a href="#">West Yellowstone Foundation</a>	MT	\$356,140	Executive Dir.	\$62,661	<b>\$61,202</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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** 65 organizations. Compensation range \$1,119–\$325,822; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$424,561); for reference, expenses \$522,717 and assets \$208,328.

**ROLE MATCH** Wade Morris, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	65 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	55 <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 (Wade Morris) 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 65 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,498 is reasonable (approximately the 65<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.