

Women And Girls Fund Of

Executive Director / CEO

EIN 844036712

WI · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicole Wagner, Executive Director / CEO** (\$95,621) against **every comparable organization** that fit the selection criteria — **215** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Nicole Wagner — 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 (T30).

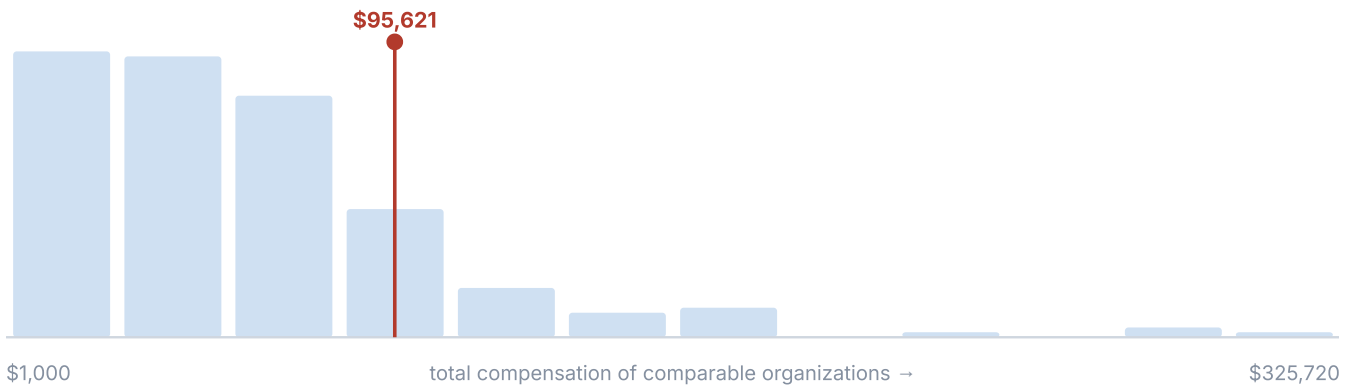
BUDGET Total revenue between \$308,444 and \$690,547 — 0.67x to 1.50x the subject's \$460,365 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

215 organizations qualified on sector, size, and geography

→ **215** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,104	\$23,785	\$51,272	\$81,046	\$114,887	\$95,621
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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 WI 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
118 East 111th Street Corporation	NY	\$460,434	Ceo	\$18,651	\$16,614	2023
Minnesota Credit Union Foundation	MN	\$462,196	President	\$19,637	\$19,128	2023
Westview Foundation	SC	\$462,388	President	\$30,550	\$30,517	2024
Eastern Shore Of Virginia Community Foundation	VA	\$457,885	Exec Dir	\$25,083	\$23,190	2024
Rcm Community Fund	WI	\$463,015	Secretary	\$21,475	\$20,921	2025
Crg Foundation Inc	CA	\$463,386	Director	\$28,362	\$23,450	2024
Rescue Her Inc	TX	\$457,182	Executive Director	\$45,000	\$43,102	2024
Golden Heart Fund	CA	\$456,623	Executive Director	\$170,000	\$140,560	2024
Family Community Resource Center	IL	\$456,093	Program Manager/ceo	\$75,126	\$72,809	2023
Kopernik Society Of Broome County	NY	\$455,686	Vp/exec. Dir.	\$55,349	\$49,305	2023
Impact Austin Foundation	TX	\$465,504	Executive Director	\$140,207	\$134,293	2024
Simon Family Foundation	OH	\$465,819	Treasurer Thru 3/28/2023	\$40,331	\$42,110	2023
Lifelink International Inc	AL	\$466,080	President	\$130,300	\$134,788	2024
Inspiring Communtiy Inc	WI	\$454,344	Managing Dir	\$12,000	\$12,354	2023
Academics In Motion Inc	NJ	\$452,783	Executive Dir.	\$38,500	\$32,914	2024
Steam Onward Incorporated	MD	\$469,128	Seed Farming Education Director	\$12,466	\$11,159	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Livity Foundation Inc	SC	\$469,434	Executive Director	\$63,326	\$63,258	2024
Foundation For Women	CA	\$469,531	Board Trustee	\$18,006	\$14,888	2024
Louisiana Hospitality Foundation	LA	\$449,965	Business Manager	\$28,442	\$29,988	2024
Chicago Kids Company	IL	\$449,831	Executive Dir.	\$63,667	\$61,704	2023
The Bunim Fund	NY	\$449,595	Trustee	\$61,509	\$54,792	2023
The Childrens Foundation Of Astor	NY	\$448,665	Executive Vp	\$23,697	\$21,109	2023
Hbcu Career Development Marketplace Inc	MD	\$447,897	Executive Director	\$5,671	\$5,441	2022
Girls On The Run Hudson Valley Inc	NY	\$473,595	Executive Di	\$88,025	\$76,163	2024
Manna International Inc	RI	\$446,954	President	\$115,056	\$105,638	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	215 organizations. Compensation range \$1,000–\$325,720; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$460,365); for reference, expenses \$444,738 and assets \$1,086,461.
ROLE MATCH	Nicole Wagner, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	46 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	85 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	67 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 (Nicole Wagner) 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 215 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,621 is reasonable (approximately the 85th 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.