

Friends Of Wisconsin Camp Tapawingo Corporation

Executive Director / CEO

EIN 873408902

WI · NTEE N20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alyssa Neff-miller, Executive Director / CEO** (\$51,998) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Alyssa Neff-miller — reported title “Camp Director, Board Member”, 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 (N20).

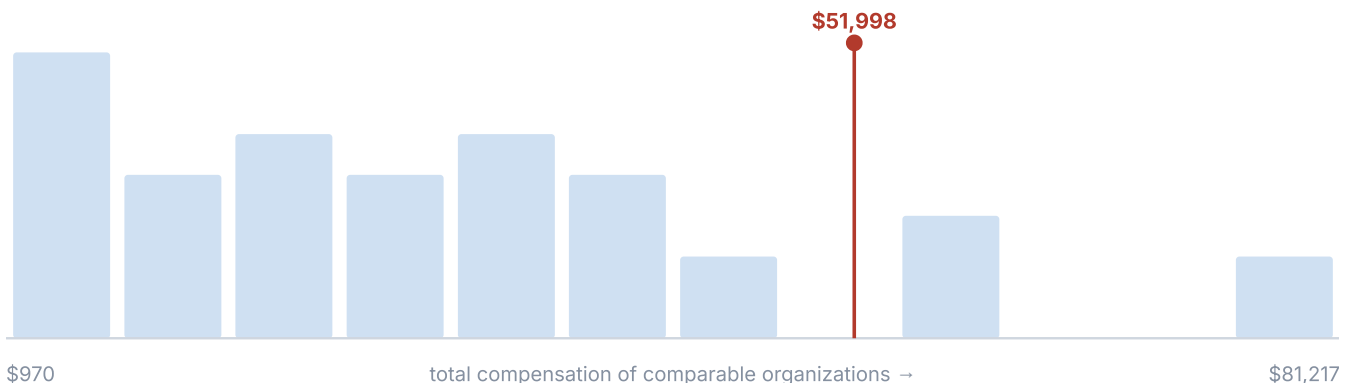
BUDGET Total revenue between \$96,423 and \$215,872 — 0.67x to 1.50x the subject's \$143,915 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N20), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography

→ **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,829 10TH	\$11,657 25TH	\$25,451 MEDIAN	\$36,556 75TH	\$56,484 90TH	\$51,998 THIS ORG · 86TH
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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
Seeker Springs Ministry Inc	LA	\$144,919	Executive Director	\$16,692	\$18,119	2023
Freedom Center	VA	\$145,772	Executive Di	\$40,000	\$38,073	2023
Camp Pattersonville Inc	NY	\$146,633	Director	\$40,000	\$34,610	2024
Fort Hope Inc	CA	\$137,759	President	\$37,000	\$31,496	2023
Friendly Hills Charitable Foundation Inc	OH	\$151,457	President	\$4,992	\$5,212	2023
The Kentucky State Police Foundation Inc	KY	\$135,860	Executive Director	\$77,415	\$79,639	2024
Kaneco Association	IL	\$152,576	Secretary/treasurer	\$12,317	\$11,937	2023
Greater Hamilton Homes Inc	MD	\$133,766	Treasurer	\$28,731	\$25,720	2024
Monroe County Education Foundation Inc	WV	\$133,506	Administrator	\$19,210	\$20,504	2023
Eagle River United Methodist Camp	AK	\$130,545	Camp Manager	\$2,600	\$2,380	2024
College Of Diplomates Of The American	IL	\$130,025	Director	\$1,000	\$970	2023
Humanity In Unity Inc	CO	\$158,643	Board Member	\$26,640	\$25,182	2023
Glad Tidings Bible Camp Inc	NE	\$129,102	Executive Dir.	\$30,749	\$32,603	2023
Chicagami	MN	\$129,091	Camp Director	\$28,674	\$27,130	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Backwoods Christian Camp Inc	AL	\$162,108	Managing Director	\$28,800	\$29,792	2024
Camp Kids Are Kids Chicago	IL	\$121,024	Director	\$30,000	\$28,241	2024
Emilie M Bullowa Memorial Endowment Of	NY	\$169,431	Scout Executive/ceo	\$18,549	\$16,049	2024
Horses N Heroes Of Marion County Inc	FL	\$171,832	Executive Director	\$7,800	\$7,016	2024
Reach Therapeutic Riding Center	TX	\$172,591	Executive Director	\$41,083	\$39,350	2024
Christian Youth Fellowship Inc	CT	\$114,726	President	\$46,800	\$43,257	2023
Camp Caleb Christian Association Inc	KY	\$114,624	Director/ Key Employee(jan-aug)	\$22,012	\$23,313	2023
Pacesetters Baseball Inc	NE	\$176,383	President/dean Of Coaches	\$10,200	\$10,815	2023
Warburton Chapel Trustees	CT	\$110,465	Trustee	\$3,000	\$2,693	2024
Kids At Heart	CO	\$177,637	President	\$66,000	\$60,598	2024
Midcourse Correction Challenge Campinc	MI	\$177,960	Vice President	\$3,000	\$2,965	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	36 organizations. Compensation range \$970–\$81,217; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$143,915); for reference, expenses \$138,309 and assets \$2,076,195.
ROLE MATCH	Alyssa Neff-miller, reported title " <i>Camp Director, Board Member</i> ", 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	4 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	86 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	78 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 (Alyssa Neff-miller) 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 36 similarly situated organizations (Same NTEE sector (N20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$51,998 is reasonable (approximately the 86th 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.