

# Wyoming Donor Alliance

Executive Director / CEO

EIN 882031141

WY · NTEE W24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicole Kaufman, Executive Director / CEO** (\$27,920) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22<sup>nd</sup>** percentile of comparable organizations below the typical range for comparable organizations

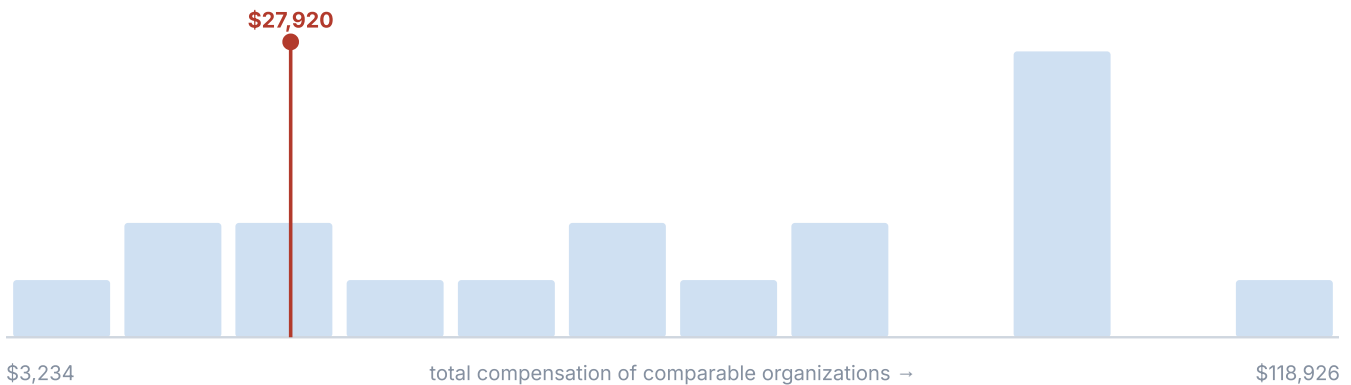
**Benchmarked executive:** Nicole Kaufman — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W24).
BUDGET	Total revenue between \$199,812 and \$447,342 — 0.67x to 1.50x the subject's \$298,228 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W24), nationwide + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,518	\$31,889	\$63,537	\$91,003	\$98,147	\$27,920
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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 WY 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="#">Committee For A Unified Independent</a>	NY	\$290,721	President & Ceo	\$145,093	<b>\$118,926</b>	2024
<a href="#">Fundacion Agenda Ciudadana Inc</a>	PR	\$287,314	Treasurer	\$22,221	<b>\$22,221</b>	2023
<a href="#">Taxpayer Foundation Of Oregon</a>	OR	\$321,399	Executive Director	\$113,450	<b>\$98,388</b>	2023
<a href="#">Ventura County Regional Defense Partnership</a>	CA	\$274,910	Co-chair Public Member	\$50,400	<b>\$38,459</b>	2025
<a href="#">Good Knights Inc</a>	OH	\$322,579	Executive Director	\$13,750	<b>\$13,211</b>	2024
<a href="#">Bikewalk North Carolina</a>	NC	\$329,878	Executive Di	\$65,250	<b>\$59,579</b>	2025
<a href="#">C4c Oakland Action Inc</a>	CA	\$261,369	Org. Director	\$37,917	<b>\$29,699</b>	2024
<a href="#">Coalition For Open Democracy</a>	NH	\$258,105	Excutive Director	\$60,414	<b>\$52,095</b>	2023
<a href="#">Free State Project Inc</a>	NH	\$256,959	Executive Director	\$3,750	<b>\$3,234</b>	2023
<a href="#">The Rendell Center For Civics And</a>	PA	\$356,748	Executive Director	\$105,278	<b>\$98,044</b>	2023
<a href="#">Rhode Island Center For Freedom And Prosperity Inc</a>	RI	\$229,988	Executive Director	\$86,500	<b>\$77,458</b>	2023
<a href="#">Minnesota Voters Alliance</a>	MN	\$367,012	Executive Director	\$108,805	<b>\$97,520</b>	2024
<a href="#">Better Wyoming</a>	WY	\$373,140	Executive Di	\$67,494	<b>\$67,494</b>	2023
<a href="#">Yuan Foundation</a>	MD	\$223,028	Chief Executive Officer	\$89,804	<b>\$76,157</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Caesar Rodney Institute</a>	DE	\$375,428	Executive Director	\$52,000	<b>\$47,549</b>	2023
<a href="#">Nm Voters First</a>	NM	\$213,100	Executive Director	\$24,000	<b>\$23,414</b>	2024
<a href="#">True Texas Education Corporation</a>	TX	\$393,945	Director	\$100,000	<b>\$90,736</b>	2024
<a href="#">Fairvote Minnesota Foundation</a>	MN	\$397,347	Executive Director	\$101,632	<b>\$91,092</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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** 18 organizations. Compensation range \$3,234–\$118,926; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$298,228); for reference, expenses \$174,149 and assets \$272,765. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Nicole Kaufman, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>22<sup>nd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>22<sup>nd</sup></b>

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Reportable pay only (column D), adjusted

22<sup>nd</sup>

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All sources (D + E + F), adjusted

22<sup>nd</sup>

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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

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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 Kaufman) 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 18 similarly situated organizations (Same NTEE sector (W24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,920 is reasonable (approximately the 22<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.