

# Worldbuilders Inc

Executive Director / CEO

EIN 900618018  
 WI · NTEE T30  
 FY ending 2023-07-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Gray Miller, Executive Director / CEO** (\$8,615) against **every comparable organization** that fit the selection criteria — **227** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

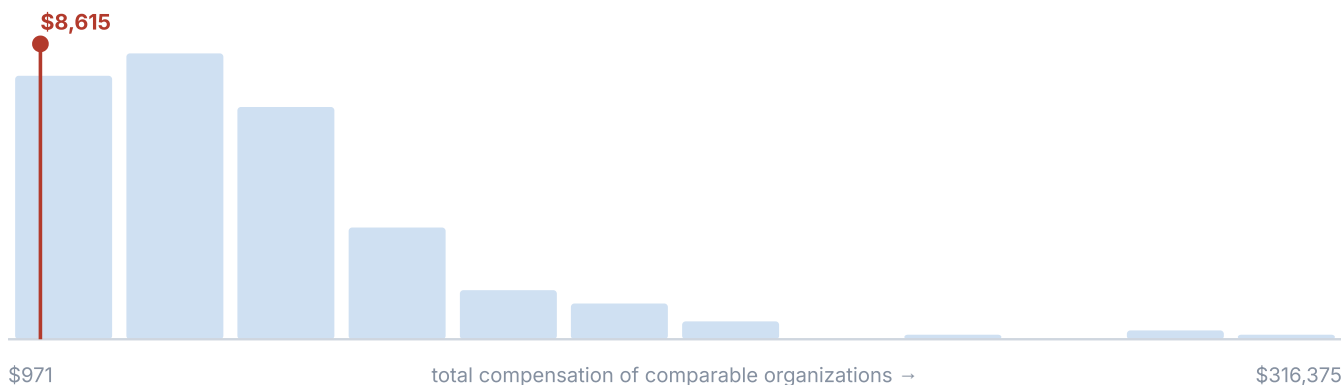
**Benchmarked executive:** Gray Miller — reported title “FMR EXEC DIR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$271,293 and \$607,372 — 0.67x to 1.50x the subject's \$404,915 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**227** organizations qualified on sector, size, and geography → **227** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,073	\$24,150	\$49,535	\$77,590	\$110,920	<b>\$8,615</b>
----------	----------	----------	----------	-----------	----------------



## ■ 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
<a href="#">Houston Food Bank Endowment Inc</a>	TX	\$404,475	President & Ceo	\$76,743	<b>\$73,506</b>	2023
<a href="#">Ruth's Way Inc</a>	MA	\$402,755	Director	\$45,500	<b>\$37,046</b>	2025
<a href="#">Project Alive</a>	FL	\$407,104	President	\$88,293	<b>\$77,143</b>	2024
<a href="#">Fresh Start For All Nations</a>	NE	\$407,228	Vice President	\$48,000	<b>\$48,016</b>	2024
<a href="#">Rehema Home Us Fundraising Inc</a>	NY	\$407,357	Executive Director	\$43,042	<b>\$36,173</b>	2024
<a href="#">Ybor City Chamber Of Commerce Inc</a>	FL	\$408,535	President Ceo	\$55,000	<b>\$46,815</b>	2025
<a href="#">Vandergrift Lacrosse Booster</a>	TX	\$409,148	Program Director	\$30,000	<b>\$27,191</b>	2025
<a href="#">Riverside County Physicians Memorial</a>	CA	\$400,463	Ceo	\$50,138	<b>\$40,266</b>	2024
<a href="#">Talor Gooch Foundation Inc</a>	OK	\$410,360	Director & Secr	\$72,903	<b>\$74,660</b>	2024
<a href="#">Cise - Sgo</a>	OH	\$410,610	President	\$16,185	<b>\$15,944</b>	2024
<a href="#">The Dragon Kim Foundation</a>	CA	\$399,009	Chair-founder	\$113,679	<b>\$91,296</b>	2024
<a href="#">Merlin's Magic Wand Foundation</a>	CA	\$398,879	Foundation Manager	\$71,322	<b>\$57,279</b>	2024
<a href="#">The Next Chapter Foundation Inc</a>	CO	\$396,464	President	\$66,904	<b>\$59,666</b>	2024
<a href="#">Http</a>	DC	\$394,172	Executive Director	\$98,654	<b>\$80,516</b>	2024
<a href="#">Multitude Of Mercies Foundation</a>	OR	\$416,764	President	\$85,000	<b>\$73,414</b>	2024
<a href="#">Houston Marathon Foundation</a>	TX	\$417,366	Executive Director	\$22,070	<b>\$20,003</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Brookshire Brothers Charitable</a>	TX	\$417,884	Treasurer	\$20,236	<b>\$19,382</b>	2023
<a href="#">Wilkes County Community Partnership Inc</a>	GA	\$391,762	Executive Director	\$41,483	<b>\$38,793</b>	2024
<a href="#">Shalom Mountain Inc</a>	NY	\$418,262	Executive Director	\$65,514	<b>\$55,059</b>	2024
<a href="#">Interserv Foundation</a>	MO	\$418,738	Executive Director	\$11,200	<b>\$11,033</b>	2024
<a href="#">Michigan Statewide Independent Living Corporation</a>	MI	\$390,744	Executive Director	\$107,505	<b>\$103,202</b>	2024
<a href="#">Farmers Electric Charitable Foundation</a>	TX	\$419,884	Executive Director	\$180,924	<b>\$173,292</b>	2023
<a href="#">Cast Hope</a>	CA	\$387,121	Officer	\$82,500	<b>\$66,256</b>	2024
<a href="#">The Claddagh Fund Charities Inc</a>	MA	\$387,075	Executive Di	\$39,000	<b>\$33,557</b>	2023
<a href="#">Friends Of Bethany Hamilton Inc</a>	HI	\$423,852	Executive D	\$28,400	<b>\$24,347</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 227 organizations. Compensation range \$971–\$316,375; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$404,915); for reference, expenses \$344,120 and assets \$1,199,808.

**ROLE MATCH** Gray Miller, reported title "FMR EXEC DIR", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 8 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	26 <sup>th</sup>
All sources (D + E + F), adjusted	4 <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 (Gray 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 227 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,615 is reasonable (approximately the 6<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.