

Disability In Wisconsin Inc

Executive Director / CEO

EIN 920992344

WI · NTEE B11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Saul Newton, Executive Director / CEO** (\$118,750) against **every comparable organization** that fit the selection criteria — **134** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Saul Newton — reported title “Executive Director Current”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B11).
BUDGET	Total revenue between \$174,245 and \$390,102 — 0.67x to 1.50x the subject's \$260,068 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

134 organizations qualified on sector, size, and geography → **134** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,050	\$15,730	\$31,064	\$61,780	\$88,593	\$118,750
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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
The Harrisburg Academy Foundation	PA	\$265,069	Head Of School	\$15,824	\$15,110	2024
Newtown Parent Connection Inc	CT	\$265,273	Executive Director	\$70,000	\$62,845	2024
College Of Idaho 2nd Century Fund	ID	\$254,153	Vp Finance & Administration	\$14,291	\$14,557	2024
The Bridge-a Joseph Company Inc	TN	\$266,814	Treasurer	\$21,750	\$21,891	2024
Panther Creek Band Boosters	NC	\$253,020	Band Director	\$5,000	\$4,947	2024
Weilenmann Enrichment Corporation	UT	\$252,634	Executive Director	\$10,252	\$10,344	2023
Wayland Public Schools Parent	MA	\$267,530	Treasurer	\$5,972	\$5,290	2023
Touro Law Center Development Foundation	NY	\$267,980	President	\$28,129	\$25,057	2023
Woodbourne Center Charitable Trust	MN	\$269,070	Ceo & President	\$32,642	\$30,884	2024
Georgia Association Of Student	GA	\$251,053	Executive Di	\$2,500	\$2,407	2024
Lampighter Educational Group Inc	FL	\$270,516	Secretary	\$24,445	\$22,638	2023
Norwin School District Community Foundation	PA	\$248,891	Director	\$78,101	\$76,779	2023
Northeast Kansas Library Foundation Inc	KS	\$248,500	System Director	\$39,198	\$40,548	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bynum School Endowment Fund Management Inc	TX	\$272,653	Executive Director Bynum School	\$7,325	\$7,016	2024
Teaching & Learning Collaborative	OH	\$273,108	Executive Director	\$6,100	\$6,369	2023
Whole School Leadership	IL	\$246,631	Executive Director	\$86,000	\$80,957	2024
Santa Clara City Library	CA	\$246,620	Executive Dir.	\$95,968	\$79,348	2024
Santiago Canyon College Foundation	CA	\$246,541	Interim Executive Director (April '23-jun '23)	\$59,204	\$50,397	2023
Ontario-montclair Schools Foundation	CA	\$246,287	Omsf Director	\$46,396	\$39,494	2023
Stafford Education Foundation Incor	VA	\$246,262	Executive Di	\$50,000	\$46,226	2024
Plano Works Leadership Foundation	TX	\$245,302	President/ceo	\$18,331	\$17,105	2025
Love 4 One Another Charities	MN	\$275,303	Executive Director	\$81,250	\$79,144	2023
New Brunswick Education Foundation	NJ	\$243,793	Executive Di	\$60,000	\$51,295	2024
Wheaton Academy Institute	IL	\$277,752	Executive Director Wai	\$38,341	\$36,092	2024
Cocodrilo Development Corporation	NY	\$277,881	Ceo	\$236,798	\$199,606	2025

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	134 organizations. Compensation range \$640–\$511,010; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$260,068); for reference, expenses \$266,388 and assets \$19,852.
ROLE MATCH	Saul Newton, reported title " <i>Executive Director Current</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	62 nd

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 (Saul Newton) 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 134 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$118,750 is reasonable (approximately the 93rd 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.