

Nuclear Truth Project Inc

Executive Director / CEO

EIN 931647733
 NY · NTEE Q41
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Pamela Kingfisher, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **602** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

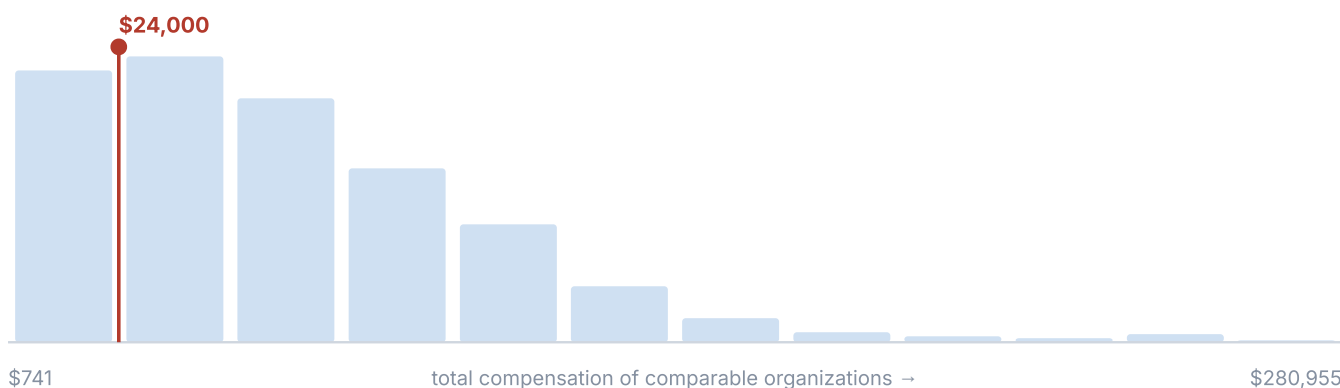
Benchmarked executive: Pamela Kingfisher — reported title “Secretary and Co-Coordinator”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (Q41).
- BUDGET** Total revenue between \$191,993 and \$429,835 — 0.67x to 1.50x the subject's \$286,557 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

602 organizations qualified on sector, size, and geography → **602** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,467	\$26,241	\$52,259	\$82,466	\$113,252	\$24,000
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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 NY 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
Native Future	ME	\$286,586	President	\$62,500	\$69,258	2024
Vera Aqua Vera Vita	TX	\$286,608	Executive Director	\$90,500	\$100,183	2024
Middle East Policy Council	DC	\$286,336	Executive Director	\$160,000	\$159,969	2023
Project R12	TN	\$286,284	Co-founder P	\$18,000	\$20,938	2024
Global Development Network Inc	VA	\$285,999	President Until December 2022	\$10,728	\$11,802	2023
Junior Achievement Of The Desert Southwest	TX	\$285,477	President	\$78,018	\$88,916	2023
Zimele Usa A Nj Nonprofit Corporation	NJ	\$285,114	Executive Director	\$50,417	\$49,815	2024
20 Liters	MI	\$284,894	Executive Director	\$28,087	\$32,082	2024
Jewish Institute For The Blind (Jerusalem) Inc	NJ	\$284,677	Executive Director	\$68,310	\$65,755	2025
Afghan Literacy Foundation	CA	\$284,594	Executive Director	\$13,000	\$12,423	2024
Jungle Ministry	WA	\$284,502	President/ex	\$80,422	\$79,681	2024
Idti Inc	FL	\$284,476	International Consultant	\$127,500	\$132,551	2024
Tulsa Global Alliance	OK	\$283,856	Executive Director	\$36,755	\$44,789	2024
Gc Ministries Inc	NC	\$289,428	Officer	\$56,000	\$65,925	2023
Film School Africa Inc	OH	\$283,633	Executive Di	\$48,000	\$54,812	2025
Philip Hayden Foundation Inc	CA	\$283,376	President	\$102,639	\$98,081	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Adventure Travel Conservation Fund	WA	\$289,855	Executive Dir.	\$91,539	\$90,696	2024
South Texas Human Rights Center Inc	TX	\$283,213	Board Treasurer	\$23,333	\$25,830	2024
Present Hope Ministry Inc	GA	\$283,117	President	\$25,310	\$28,163	2024
Yspaniola Incorporated	MA	\$282,956	Executive Director	\$40,384	\$40,160	2024
Earthaction Alerts Network	MA	\$282,753	Executive Director/president	\$14,125	\$14,047	2024
Smex Usa Inc	DC	\$282,710	Ceo And Vice President Of The Board	\$22,000	\$21,365	2024
Adf Haiti Inc	FL	\$282,705	Ceo	\$30,750	\$32,912	2023
Equitarian Initiative	MN	\$290,595	Executive Director	\$78,600	\$85,949	2024
The Sacred Portion Childrens Outreach Inc	MT	\$282,420	Treasurer	\$20,820	\$25,570	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 602 organizations. Compensation range \$741–\$280,955; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$286,557); for reference, expenses \$70,893 and assets \$215,664. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Pamela Kingfisher, reported title " <i>Secretary and Co-Coordinator</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	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	22 nd
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	21 st

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 (Pamela Kingfisher) 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 602 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 22nd 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.