

Wave Enterprises Inc

Executive Director / CEO

EIN 954274572
 CA · NTEE B43I
 FY ending 2024-07-31
 June 9, 2026

This analysis benchmarks the total compensation of **Nicolle Taylor, Executive Director / CEO** (\$49,666) against **every comparable organization** that fit the selection criteria — **105** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

Benchmarked executive: Nicolle Taylor — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B43I).
BUDGET	Total revenue between \$20,580 and \$46,075 — 0.67x to 1.50x the subject's \$30,717 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

105 organizations qualified on sector, size, and geography → **105** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,991	\$12,045	\$20,522	\$50,322	\$111,793	\$49,666
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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 CA 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
Actschoools Incorporated	KY	\$30,472	Headmaster	\$10,440	\$12,655	2025
Ntra Charities Inc	KY	\$31,126	Ceo	\$15,681	\$19,510	2024
Alliance Aft Education Center Inc	TX	\$30,267	Coordinator	\$10,100	\$12,045	2023
Yeshiva Toras Chaim Of Greater	FL	\$30,000	Director	\$66,080	\$74,014	2023
The Aspire Difference Foundation Inc	GA	\$30,000	President	\$15,892	\$19,051	2023
Colorado Association For The Education Of Young Children	CO	\$31,460	Executive Director	\$7,843	\$9,334	2022
Penfield Montessori Academy Inc	WI	\$31,509	Chair	\$10,076	\$12,186	2024
New Mexico Tech University Research Park	NM	\$31,646	Vice President	\$30,919	\$38,512	2024
Books From Birth	TX	\$31,847	Board Member - President And Treasurer	\$6,300	\$7,298	2024
Palm Beach County Literacy Coalition	FL	\$29,472	President	\$15,581	\$16,951	2024
Topass Foundation	CA	\$31,984	President	\$3,632	\$3,632	2024
Hedin-hartnagel Memorial Fund	MN	\$32,205	Executive Secretary	\$9,996	\$11,776	2023
Oea Educational Foundation	OH	\$29,165	Oea Executive Director, Ex Officio	\$72,639	\$89,098	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
State Of Maryland Literacy Association Inc	MD	\$28,978	Treasurer	\$5,508	\$6,140	2023
Casper College Education Trust	WY	\$28,887	Executive Director	\$43,990	\$54,551	2024
Slover Library Foundation	VA	\$28,481	Chairman & President	\$145,000	\$166,924	2023
Maryland Theological College And Seminary	MD	\$32,984	Officer	\$1,299	\$1,448	2023
Advertising Education Foundation Of	TX	\$33,851	Secretary	\$5,500	\$6,207	2025
Marian Middle School Supporting Organiza	MO	\$34,193	President	\$19,976	\$24,502	2024
Lansing Kansas Scholarship Fund Inc	KS	\$34,342	Treasurer	\$5,000	\$6,256	2024
Plumbers & Pipefitters Local 104 Scholarship Fund	MA	\$27,060	President	\$90,715	\$97,192	2023
Sheffield Township Library	PA	\$26,715	Librarian	\$15,152	\$17,499	2024
Berlin Free Library Association	CT	\$26,698	Head Librarian	\$15,068	\$16,361	2024
American Chiropractic Foundation	VA	\$26,437	Executive Vice President	\$17,826	\$20,522	2023
The Freidenrich Support Foundation	CA	\$26,259	Director/secretary/treasurer	\$31,436	\$31,436	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	105 organizations. Compensation range \$175–\$525,575; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$30,717); for reference, expenses \$410,736 and assets \$22,459,235. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Nicolle Taylor, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	42 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	73 rd
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	90 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 (Nicolle Taylor) 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 105 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,666 is reasonable (approximately the 73rd 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.