

Washington County Leadership

Executive Director / CEO

EIN 203530981
 MD · NTEE B990
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Tara Sargent, Executive Director / CEO** (\$94,136) against **every comparable organization** that fit the selection criteria — **349** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

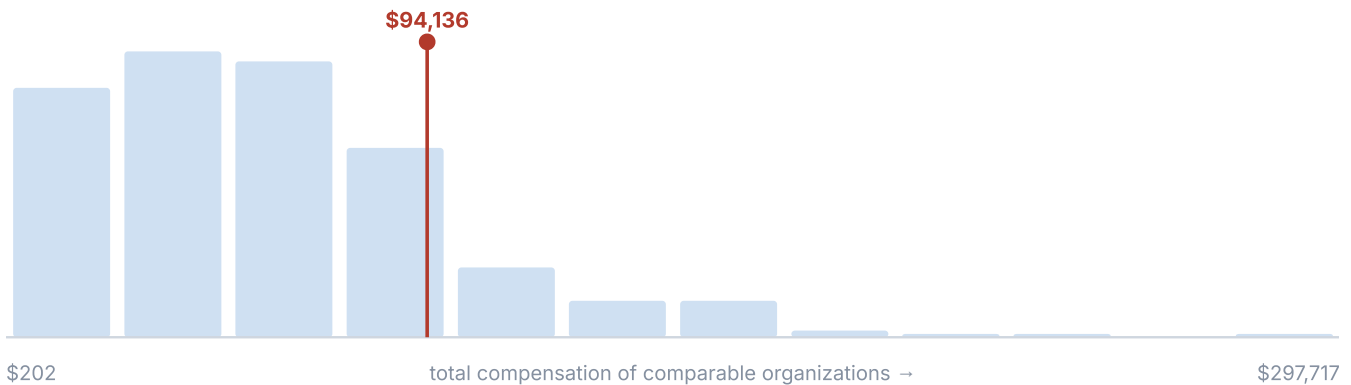
Benchmarked executive: Tara Sargent — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B990).
BUDGET	Total revenue between \$160,237 and \$358,740 — 0.67x to 1.50x the subject's \$239,160 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

349 organizations qualified on sector, size, and geography → **349** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,893	\$31,581	\$52,435	\$79,853	\$112,902	\$94,136
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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 MD 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
Pharmacy Leadership & Education	MI	\$239,271	Board Member	\$6,515	\$7,405	2023
Elim Childrens Center Inc	MN	\$239,451	President/ceo	\$137,532	\$145,359	2024
Unscripted Learning	CA	\$238,654	Executive Director	\$40,009	\$38,045	2023
Refugee Youth Solidarity Through Education	RI	\$238,134	Executive Director	\$80,000	\$82,051	2024
New York Theological Education Center Inc	NY	\$237,887	President	\$65,081	\$62,904	2024
Center For Learn Local	MI	\$240,441	Cio	\$43,000	\$48,876	2023
South Dakota Education Equity Coalition	SD	\$237,679	Executive Director	\$146,490	\$172,928	2024
Career Gear Houston	TX	\$240,960	Executive Director	\$20,050	\$22,086	2023
Litcamp	CA	\$237,327	Executive Dir.	\$49,000	\$44,091	2025
Alaska Society For Technology In	AK	\$241,266	Executive Dir.	\$26,500	\$26,401	2025
Building From Below	NC	\$236,855	President	\$33,800	\$37,356	2024
Youth Science Academy Inc	GA	\$241,924	President And Ceo	\$13,292	\$14,718	2023
Texas Youth Foundation	TX	\$236,240	Founder & President	\$52,768	\$56,460	2024
Books Are Wings	RI	\$242,135	Executive Director	\$49,657	\$52,435	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tree Foundation Inc	FL	\$242,588	Executive Director	\$50,000	\$48,946	2025
Osiris Organization	MN	\$235,558	Executive Director	\$41,250	\$43,598	2024
Mental Health Association Of Portland	OR	\$235,080	Secretary	\$41,232	\$42,166	2023
Rising River Corporation	OH	\$234,698	Manager	\$44,950	\$50,924	2024
Inspiring Educators	MA	\$244,106	Managing Director	\$86,000	\$82,662	2024
Women In Data Science And Analytics Inc	CA	\$244,455	President	\$101,265	\$93,531	2024
Journalism And Women Symposium	MI	\$233,838	Executive Director	\$54,667	\$62,137	2023
Grand Valley Equine Assisted	CO	\$233,800	President	\$17,769	\$18,225	2024
Teachers Association Of Lee County	FL	\$233,694	Vice President	\$2,099	\$2,109	2024
New York State Science Olympiad Inc	NY	\$233,412	Treasurer	\$13,500	\$12,712	2025
Exhibit Envoy	CA	\$245,263	Executive Dir.	\$63,629	\$58,769	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **349** organizations. Compensation range \$202–\$297,717; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$239,160); for reference, expenses \$228,195 and assets \$558,568.
ROLE MATCH	Tara Sargent, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	85 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	78 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 (Tara Sargent) 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 349 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$94,136 is reasonable (approximately the 85th 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.