

Odyssey World International Education Services

Executive Director / CEO

EIN 203905057
 WA · NTEE O50
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Karen Morrison, Executive Director / CEO** (\$11,753) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

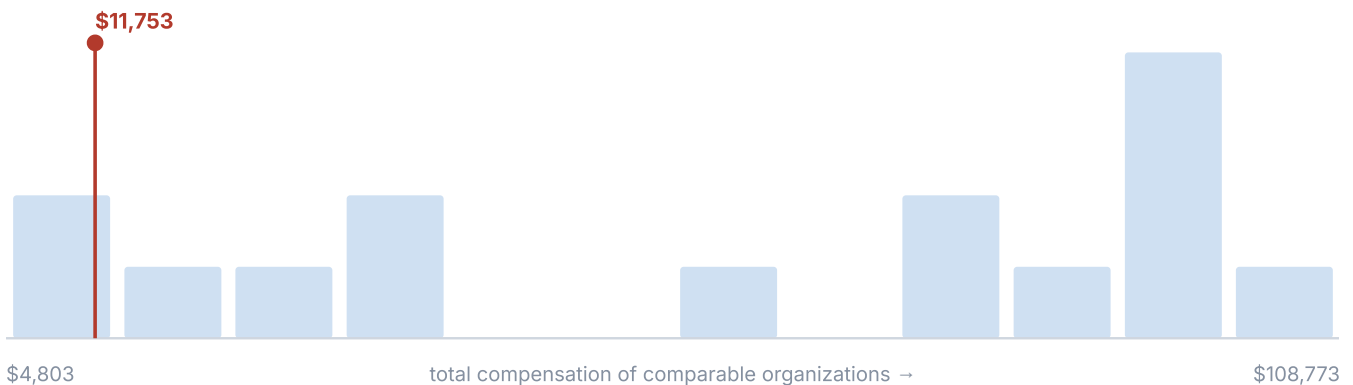
Benchmarked executive: Karen Morrison — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$247,499 and \$554,103 — 0.67x to 1.50x the subject's \$369,402 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + WA + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,400 10TH	\$28,658 25TH	\$75,100 MEDIAN	\$92,511 75TH	\$96,590 90TH	\$11,753 THIS ORG · 7TH
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\$11,753



■ 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 WA 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
Columbia Future Forge	WA	\$372,115	Director Secretary	\$4,665	\$4,803	2023
Rainier Volleyball Club	WA	\$377,757	Director	\$12,000	\$12,000	2024
Girls On The Run Of Westsound	WA	\$391,554	Executive Director	\$75,100	\$75,100	2024
90 Plus Project	WA	\$392,534	Executive Dir.	\$35,742	\$35,742	2024
Clark County Latino Youth Conference	WA	\$397,545	Executive Director	\$23,019	\$23,019	2024
Clergy Community Children Youth Coalition	WA	\$332,750	Executive Director	\$105,652	\$108,773	2023
Z Girls Foundation	WA	\$409,026	Executive Director	\$90,881	\$93,565	2023
Shape Nw Inc	WA	\$324,380	President	\$32,000	\$34,296	2022
Teens In Public Service	WA	\$437,109	Interim Exec. Dir.	\$63,462	\$63,462	2024
The Prodigy Project	WA	\$295,991	President	\$18,000	\$18,000	2024
Minds Matter Of Seattle Inc	WA	\$289,212	Executive Dir.	\$94,765	\$94,765	2024
Seattle Cares Circle Of The National Cares Mentoring Movement	WA	\$286,955	Executive Director	\$88,833	\$91,457	2023
Washington Student Cycling League	WA	\$286,348	Executive Director	\$95,000	\$97,806	2023
Camp Beausite Northwest	WA	\$482,722	Executive Dir.	\$86,844	\$86,844	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Girls On The Run Of Snohomish County	WA	\$502,993	Executive Director	\$78,288	\$76,270	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	15 organizations. Compensation range \$4,803–\$108,773; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$369,402); for reference, expenses \$362,458 and assets \$465,368.
ROLE MATCH	Karen Morrison, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	7 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 (Karen Morrison) 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 15 similarly situated organizations (Same NTEE sector (O50) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,753 is reasonable (approximately the 7th 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.