

Green River United Faculty Coalition

Executive Director / CEO

EIN 237150581

WA · NTEE J40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kendrick Hang, Executive Director / CEO** (\$8,766) against **every comparable organization** that fit the selection criteria — **126** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Kendrick Hang — reported title “Treasurer”, 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 (J40).
BUDGET	Total revenue between \$129,793 and \$290,583 — 0.67x to 1.50x the subject's \$193,722 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

126 organizations qualified on sector, size, and geography → **126** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,219	\$5,380	\$10,517	\$21,454	\$73,328	\$8,766
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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 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
Professional Staff Association	NY	\$192,325	President	\$7,800	\$7,646	2024
Hillsboro Police Officers' Association	OR	\$192,040	President	\$9,450	\$9,521	2024
St Joseph Area Sheet Metal Workers	MO	\$191,817	Coordinator	\$16,988	\$20,097	2023
Rescue Union Federation Of Teachers	CA	\$195,711	President	\$4,000	\$3,651	2025
Electrical Industry Drug-free Allia	IL	\$190,884	Administrato	\$254,537	\$271,482	2024
Lowell Police Association Inc	MA	\$196,598	President	\$10,500	\$10,237	2024
Long Beach Schools Employees Associ	NY	\$197,143	President	\$5,259	\$5,308	2023
Lynnwood Police Guild	WA	\$197,432	President	\$14,473	\$14,058	2024
United Labor Properties Inc	MI	\$198,318	President	\$85,492	\$93,266	2025
Pantex Guards Union	TX	\$198,838	President	\$10,570	\$11,471	2024
International Assoc Of Fire	TX	\$200,598	President	\$6,300	\$6,837	2024
Cwa Staff Union	NY	\$201,347	President	\$19,873	\$18,980	2025
American Federation Of Teachers	NY	\$184,706	President	\$18,292	\$18,462	2023
International Association Of Sheet Metal Air Rail & Transportation	NY	\$203,574	President	\$126,371	\$127,545	2023
Beaverton Police Association	OR	\$203,848	President	\$9,450	\$9,521	2024
International Association Of Fire Fighters	OH	\$204,135	President	\$7,212	\$8,532	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Mine Workers Of America Local 2300	PA	\$183,255	President	\$17,760	\$19,214	2024
Petaluma Staff Nurse Partnership	CA	\$204,364	President	\$46,620	\$44,964	2023
Guild Of Pacific Northwest Employees	WA	\$205,633	President	\$14,260	\$13,851	2024
Greater Atlanta Area Employees	GA	\$180,730	Executive Di	\$51,000	\$55,633	2024
International Association Of Sheet Metal Air Rail & Transportation	PA	\$207,305	President	\$4,102	\$4,438	2024
International Association Of Sheet Metal Air Rail & Transportation	IL	\$209,569	President	\$4,363	\$4,654	2024
Federation Of Public Service Employees	CA	\$209,980	Secretary-treas	\$17,400	\$16,782	2023
Vancouver Police Officers Guild	WA	\$210,774	President	\$10,200	\$9,907	2024
Danbury Police Union Hat City Local	CT	\$211,028	President	\$7,416	\$7,766	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2023 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	126 organizations. Compensation range \$19–\$271,482; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$193,722); for reference, expenses \$149,115 and assets \$586,963.
ROLE MATCH	Kendrick Hang, reported title <i>"Treasurer"</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 23 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	44 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	44 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 (Kendrick Hang) 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 126 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,766 is reasonable (approximately the 44th 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.