

Gig Harbor Junior Sailing

Executive Director / CEO

EIN 272334385

WA · NTEE N67

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ashley Nelson, Executive Director / CEO** (\$59,518) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

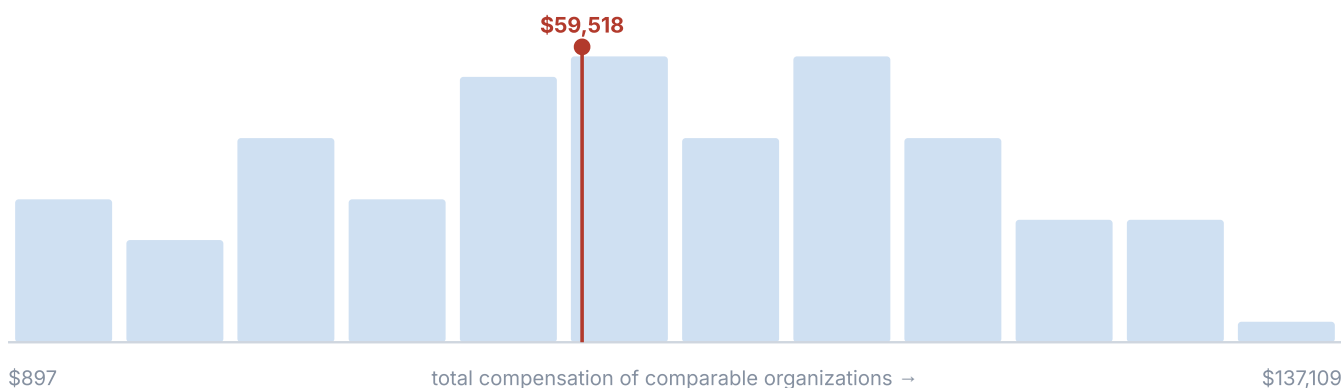
Benchmarked executive: Ashley Nelson — reported title "SAILING DIRECTOR (NON-VOTING)", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N67).
BUDGET	Total revenue between \$315,109 and \$705,468 — 0.67x to 1.50x the subject's \$470,312 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N67), nationwide + budget 0.67–1.5x revenue.

103 organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,503	\$42,496	\$68,081	\$87,266	\$107,587	\$59,518
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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
Greensboro Swimming Association Inc	NC	\$471,477	Head Coach	\$103,234	\$119,141	2024
Kc Swim Academy And Infant Aquatics	MO	\$471,968	President	\$34,000	\$41,410	2023
American Volkssport Associationinc	TX	\$472,967	Ceo/presiden	\$106,513	\$119,005	2024
Hp Aquatics Club	IL	\$467,529	Head Of Operations	\$68,922	\$77,917	2023
Minneapolis Rowing Club	MN	\$473,598	Club Administrator	\$44,793	\$50,896	2023
Pacifica Sea Lions Aquatic Club Inc	CA	\$474,920	Head Coach	\$98,471	\$94,973	2024
Elmbrook Swim Club Ltd	WI	\$464,905	Head Coach	\$95,843	\$111,800	2024
Munster Swim Club Inc	IN	\$464,663	Head Coach	\$84,532	\$97,001	2025
St Augustine Yacht Club Sallin	FL	\$461,523	Manager	\$82,600	\$86,670	2024
Back Bay Aquatics Foundation	CA	\$460,320	President	\$50,484	\$48,691	2024
Rivers Of Recovery	MN	\$481,005	Executive Director	\$103,142	\$113,834	2024
Mundelein Mustang Swim Club	IL	\$458,367	Chief Executive Officer	\$74,704	\$79,916	2025
North Suburban Instructional Aquatics I	MN	\$483,175	Director/head Coach	\$78,683	\$86,839	2024
Thunder Inc	TN	\$451,570	Director/coach	\$80,000	\$93,924	2024
Eagle Aquatics Inc	TX	\$489,670	President	\$40,500	\$46,586	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bare Hill Rowing Association Inc	MA	\$450,700	Program Director	\$56,875	\$57,085	2024
Lakeshore Swim Club Corp	OH	\$450,349	Head Coach	\$62,404	\$73,824	2024
Spokane Waves Aquatic Team	WA	\$447,497	Head Coach	\$66,700	\$68,670	2023
Verona Area Swim Team Inc	WI	\$441,450	Vice President	\$769	\$897	2024
East Carolina Aquatics Inc	NC	\$440,654	Ceo	\$76,100	\$85,562	2025
Northern Kentucky Clippers Swimming Inc	KY	\$503,190	Head Coach	\$78,750	\$92,064	2025
Santa Maria Swim Club Inc	CA	\$505,532	Headcoach/mgr	\$68,675	\$68,191	2023
Rocket Aquatics Inc	WI	\$506,357	Head Coach/board Member	\$117,540	\$137,109	2024
Hingham High School Rowing Assoc	MA	\$433,996	Program Director	\$30,175	\$30,287	2024
Peoria Area Water Wizards Inc	IL	\$508,031	Head Coach	\$62,000	\$68,081	2024

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 **103** organizations. Compensation range \$897–\$137,109; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$470,312); for reference, expenses \$444,678 and assets \$293,906.

ROLE MATCH Ashley Nelson, reported title "*SAILING DIRECTOR (NON-VOTING)*", 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	43 rd
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	43 rd

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 (Ashley Nelson) 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 103 similarly situated organizations (Same NTEE sector (N67), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,518 is reasonable (approximately the 43rd 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.