

Scholarship Fund For Rainier Scholars

Executive Director / CEO

EIN 463164286
 WA · NTEE B82
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Morgan Larsen, Executive Director / CEO** (\$132,403) against **every comparable organization** that fit the selection criteria — **205** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

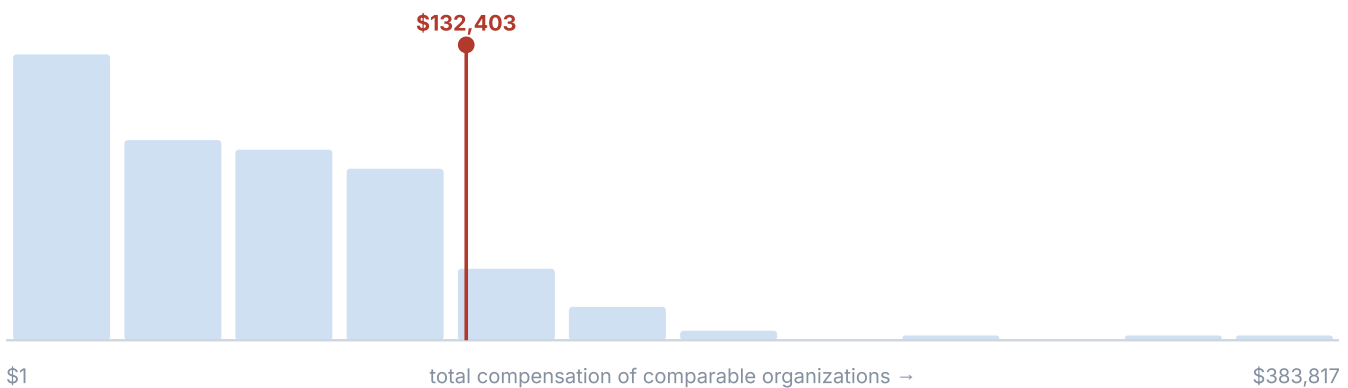
Benchmarked executive: Morgan Larsen — reported title “DIRECTOR OF FINANCE AND OPERATIONS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$310,071 and \$694,191 — 0.67x to 1.50x the subject's \$462,794 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

205 organizations qualified on sector, size, and geography → **205** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,098	\$28,534	\$64,272	\$106,092	\$142,674	\$132,403
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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
Ndoto	TX	\$461,884	Executive Director	\$69,290	\$77,417	2024
Michigan Association Of Broadcasters	MI	\$460,934	President/ceo (Ended 4/24)	\$10,779	\$12,427	2024
Nevada Broadcasters Foundation	NV	\$465,663	Executive Di	\$22,815	\$25,543	2024
The Heal Los Angeles Foundation	CA	\$456,566	President & Director	\$110,000	\$106,092	2024
Wausau School Foundation Inc	WI	\$456,005	Executive Di	\$18,750	\$22,518	2023
Wex Foundation	TX	\$455,757	Executive Directorsecretary	\$24,000	\$26,815	2024
Gccs Educational Foundation	IN	\$470,769	Executive Director	\$83,612	\$95,946	2025
518 Elevated Inc	NY	\$454,437	Executive Di	\$64,858	\$65,461	2024
Secu Md Foundation Inc	MD	\$471,662	Executive Director	\$98,996	\$103,375	2024
Usa Patriots Veteran Athletics	FL	\$473,066	Executive Director	\$125,000	\$131,159	2024
Atlas Fellows Inc	IL	\$452,000	Secretary	\$127,093	\$143,680	2023
Educational Foundation Of The Southeast Texas	TX	\$474,724	Executive Director	\$137,774	\$158,479	2023
The Adirondack Scholar Found Inc	NY	\$475,721	Executive Di	\$19,375	\$19,555	2024
Warren Alvarado Oslo Public School Education Foundation	MN	\$475,891	Chairman	\$1,200	\$1,363	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Catholic Center Inc	KY	\$449,351	Executive Director	\$53,560	\$64,272	2024
Hispanic Heritage Scholarship Fund Inc	FL	\$476,823	Executive Director	\$95,000	\$99,681	2024
Envision Greater Fond Du Lac	WI	\$446,728	President/ceo	\$6,319	\$7,371	2024
Cement And Concrete Workers Scholarship	NY	\$446,459	Interim Fund Admin-thru 7/2024	\$50,894	\$51,367	2024
Growth Through Learning Inc	MA	\$445,932	Executive Director	\$91,210	\$89,187	2025
Great Sso Inc	GA	\$479,813	President	\$35,500	\$41,047	2023
South Central Section Pga Foundation	OK	\$479,970	Executive Director	\$25,405	\$31,246	2024
Black In Ai	CA	\$480,536	Ceo	\$197,918	\$190,887	2024
Ohio Restaurant Association Education	OH	\$480,705	Executive Director	\$94,328	\$114,886	2023
Natural Refrigeration Foundation	VA	\$482,152	liar President	\$365,313	\$383,817	2025
Brian Laviolette Scholarship Fund	WI	\$443,316	Executive Director	\$43,000	\$50,159	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	205 organizations. Compensation range \$1–\$383,817; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$462,794); for reference, expenses \$647,070 and assets \$8,682,193.
ROLE MATCH	Morgan Larsen, reported title " <i>DIRECTOR OF FINANCE AND OPERATIONS</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	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	89 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	68 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 (Morgan Larsen) 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 205 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$132,403 is reasonable (approximately the 89th 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.