

The Prodigy Project

Executive Director / CEO

EIN 463642012
 WA · NTEE O50
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Richard Stevenson, Executive Director / CEO** (\$18,000) 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 **27th** percentile of comparable organizations within the typical range

Benchmarked executive: Richard Stevenson — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

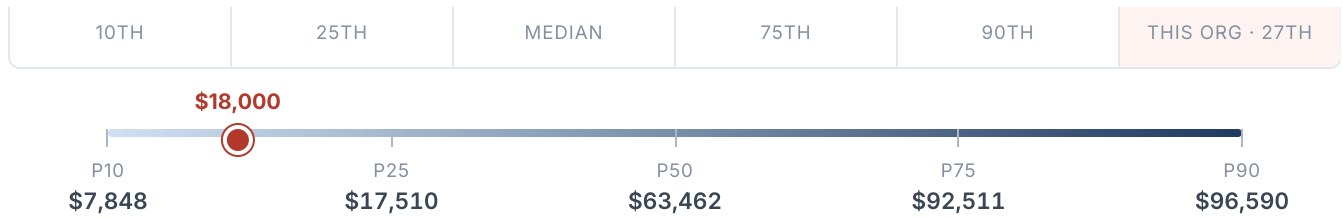
- SECTOR** Organizations sharing the subject's NTEE classification (O50).
- BUDGET** Total revenue between \$198,313 and \$443,986 — 0.67x to 1.50x the subject's \$295,991 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (O50) + WA + budget 0.67–1.5x revenue.

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

Distribution of comparable compensation



\$7,848	\$17,510	\$63,462	\$92,511	\$96,590	\$18,000
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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
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
Shape Nw Inc	WA	\$324,380	President	\$32,000	\$34,296	2022
Clergy Community Children Youth Coalition	WA	\$332,750	Executive Director	\$105,652	\$108,773	2023
Community Builders	WA	\$238,580	Treasurer	\$5,094	\$5,244	2023
Casino Road Ministries	WA	\$227,550	Executive Director	\$66,036	\$67,987	2023
Odyssey World Internationaleducation Services	WA	\$369,402	President	\$11,753	\$11,753	2024
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
Z Girls Foundation	WA	\$409,026	Executive Director	\$90,881	\$93,565	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Teens In Public Service	WA	\$437,109	Interim Exec. Dir.	\$63,462	\$63,462	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	15 organizations. Compensation range \$4,803–\$108,773; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$295,991); for reference, expenses \$225,442 and assets \$293,569.
ROLE MATCH	Richard Stevenson, 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	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	27 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 (Richard Stevenson) 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 \$18,000 is reasonable (approximately the 27th 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.