

Downtown On The Go

Executive Director / CEO

This analysis benchmarks the total compensation of **Tracy Oster-gonzales, Executive Director / CEO** (\$58,657) against **every comparable organization** that fit the selection criteria — **360** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Tracy Oster-gonzales — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W40).
BUDGET	Total revenue between \$175,327 and \$392,524 — 0.67x to 1.50x the subject's \$261,683 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

360 organizations qualified on sector, size, and geography → **360** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,675	\$24,093	\$53,574	\$92,992	\$127,361	\$58,657
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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
Guardianship Corp	NY	\$261,698	President	\$135,000	\$132,346	2024
C4c Oakland Action Inc	CA	\$261,369	Org. Director	\$37,917	\$35,521	2024
Ptda Foundation	IL	\$261,016	Executive Director	\$27,174	\$29,839	2023
Leadership Oakland	MI	\$260,741	Executive Director	\$82,000	\$91,822	2024
Joint Service Special Operations	MT	\$258,941	Executive Di	\$40,000	\$46,777	2024
Humanist Mutual Aid Network	CA	\$258,873	Executive Dir.	\$4,972	\$4,657	2024
Ventura County Leadership Academy	CA	\$258,726	Executive Director	\$136,277	\$124,374	2025
Kaitlin A Kazanjian Memorial	FL	\$258,618	President	\$12,140	\$12,373	2024
Utah Veterans Alliance	UT	\$258,394	President	\$46,600	\$51,743	2024
Shootout For Soldiers Inc	TX	\$265,237	President	\$37,852	\$41,078	2024
Coalition For Open Democracy	NH	\$258,105	Excutive Director	\$60,414	\$62,307	2023
Customers First Coalition Inc	WI	\$265,677	Executive Director/directo	\$156,125	\$182,118	2023
Center For Freedom And Prosperity	VA	\$257,351	Chairman & President	\$39,650	\$42,761	2023
Veterans Of Foreign Wars Department	DE	\$266,283	Service Offi	\$60,000	\$62,093	2025
Free State Project Inc	NH	\$256,959	Executive Director	\$3,750	\$3,868	2023
Alltrust Payee Corporation Inc	FL	\$266,537	President	\$25,490	\$25,979	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Jackson Institute Inc	GA	\$256,657	Chairman	\$142,041	\$154,944	2024
American Legion Post #144	MI	\$256,579	Office Manager	\$30,913	\$34,616	2024
Mindful Living Revolution	CA	\$266,848	President	\$133,693	\$125,244	2024
Society Of The First Infantry Div	KS	\$267,072	Executive Director	\$13,575	\$15,911	2024
Black Leadership & Legacies Inc	IN	\$256,064	President	\$61,500	\$70,361	2024
Financial Therapy Association	KS	\$267,466	Executive Director	\$60,000	\$70,323	2024
Mattersville	CO	\$255,780	President & Ceo	\$11,500	\$12,317	2023
Central Oregon Guardianship Assistance	OR	\$267,754	Executive Dir.	\$19,750	\$19,385	2025
Bourn Free Foundation	NV	\$267,799	Cfo Treasure	\$9,000	\$9,787	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 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	360 organizations. Compensation range \$147–\$653,702; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$261,683); for reference, expenses \$277,601 and assets \$37,691.
ROLE MATCH	Tracy Oster-gonzales, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	52 nd
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	47 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 (Tracy Oster-gonzales) 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 13, 2026, comparing compensation against 360 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,657 is reasonable (approximately the 52nd 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 13, 2026.