

# Washington Student Cycling League

Executive Director / CEO

EIN 471785048  
 WA · NTEE O50  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **David Williams, Executive Director / CEO** (\$95,000) against **every comparable organization** that fit the selection criteria — **503** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86<sup>th</sup>** percentile of comparable organizations within the typical range

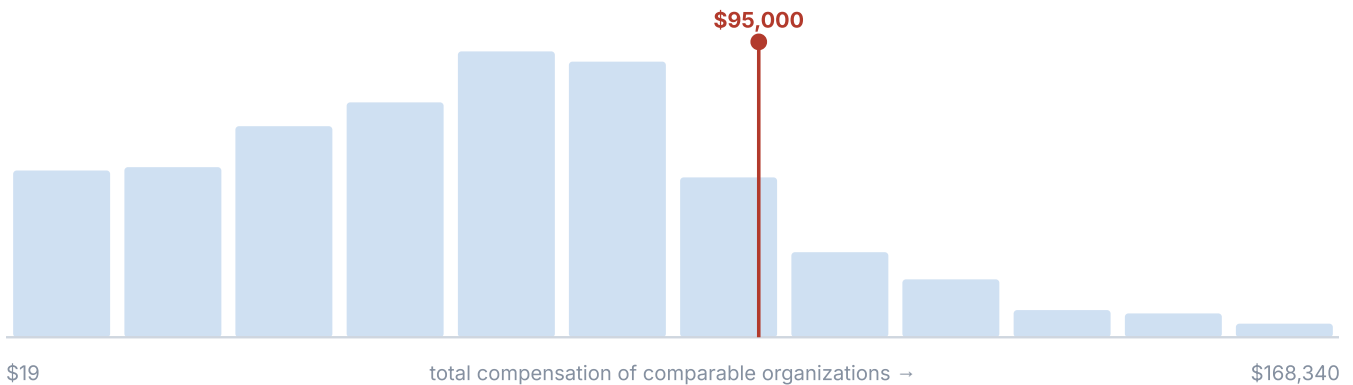
**Benchmarked executive:** David Williams — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$191,853 and \$429,522 — 0.67x to 1.50x the subject's \$286,348 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**503** organizations qualified on sector, size, and geography → **503** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,790	\$33,336	\$58,921	\$80,759	\$105,160	\$95,000
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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
<a href="#">Envision Your Pathway Inc</a>	CA	\$286,377	Executive Director	\$104,000	<b>\$94,916</b>	2025
<a href="#">Casa Of Scott County Inc</a>	IN	\$286,281	Executive Director	\$64,010	<b>\$73,233</b>	2024
<a href="#">Omni Circle Group Inc</a>	KS	\$286,427	Ceo	\$61,500	<b>\$74,210</b>	2023
<a href="#">Dont Shoot Guns Shoot Hoops</a>	MN	\$286,035	Founder & Ceo	\$84,340	<b>\$90,412</b>	2024
<a href="#">Seattle Cares Circle Of The National Cares Mentoring Movement</a>	WA	\$286,955	Executive Director	\$88,833	<b>\$88,833</b>	2023
<a href="#">Youth Activism Project</a>	MD	\$285,671	Chief Executive Officer	\$102,246	<b>\$103,706</b>	2024
<a href="#">Family Youth Community Connections</a>	MN	\$287,075	Director	\$101,851	<b>\$106,370</b>	2025
<a href="#">Happystars Youth Program Inc</a>	FL	\$287,279	President	\$50,385	<b>\$51,350</b>	2024
<a href="#">100cameras</a>	NY	\$285,412	Ceo	\$28,793	<b>\$28,227</b>	2024
<a href="#">The Children's Playhouse Inc</a>	NC	\$285,287	Executive Director	\$66,118	<b>\$72,207</b>	2025
<a href="#">Aster Study Center Inc</a>	CA	\$288,192	Board Member	\$8,000	<b>\$7,716</b>	2023
<a href="#">Renegade Girls</a>	CA	\$288,333	Co Director	\$101,000	<b>\$97,412</b>	2023
<a href="#">Connections 4 Kids</a>	CO	\$284,091	Executive Director	\$91,629	<b>\$92,863</b>	2025
<a href="#">Parks Community Support Services Inc</a>	LA	\$283,953	Director	\$40,800	<b>\$50,180</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">School Of Unity And Liberation</a>	CA	\$283,558	Executive Dir.	\$76,013	<b>\$73,313</b>	2023
<a href="#">Minds Matter Of Seattle Inc</a>	WA	\$289,212	Executive Dir.	\$94,765	<b>\$92,046</b>	2024
<a href="#">Badger Association For Athletic Develop</a>	CA	\$283,416	President & Ceo	\$45,500	<b>\$42,625</b>	2024
<a href="#">Empowering The Ages Inc</a>	MD	\$289,362	Executive Director	\$95,484	<b>\$96,847</b>	2024
<a href="#">Seeds In The Middle Inc</a>	NY	\$283,237	Director	\$144,000	<b>\$141,169</b>	2024
<a href="#">Sacred Rok</a>	CA	\$289,602	Executive Dir.	\$43,000	<b>\$41,472</b>	2023
<a href="#">Essex Chips Inc</a>	VT	\$282,988	Executive Director	\$77,461	<b>\$84,585</b>	2024
<a href="#">Urbanpromise Arkansas Inc</a>	AR	\$282,639	Executive Director	\$45,835	<b>\$57,545</b>	2023
<a href="#">Navigate The Maze To Achievement Inc</a>	NY	\$290,357	Director	\$55,000	<b>\$53,918</b>	2024
<a href="#">Joshuas Camp Corporation</a>	WI	\$282,047	Camp Director	\$45,500	<b>\$51,553</b>	2024
<a href="#">Funding The Future</a>	WY	\$290,693	Executive Director	\$68,640	<b>\$82,096</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **503** organizations. Compensation range \$19–\$168,340; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$286,348); for reference, expenses \$312,314 and assets \$172,187.

ROLE MATCH	David Williams, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	85 <sup>th</sup>

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 (David Williams) 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 503 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 86<sup>th</sup> 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.