

Justice For Girls Coalition Of Washington State

Executive Director / CEO

EIN 473100860
 WA · NTEE P01
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ann Munro, Executive Director / CEO** (\$89,036) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

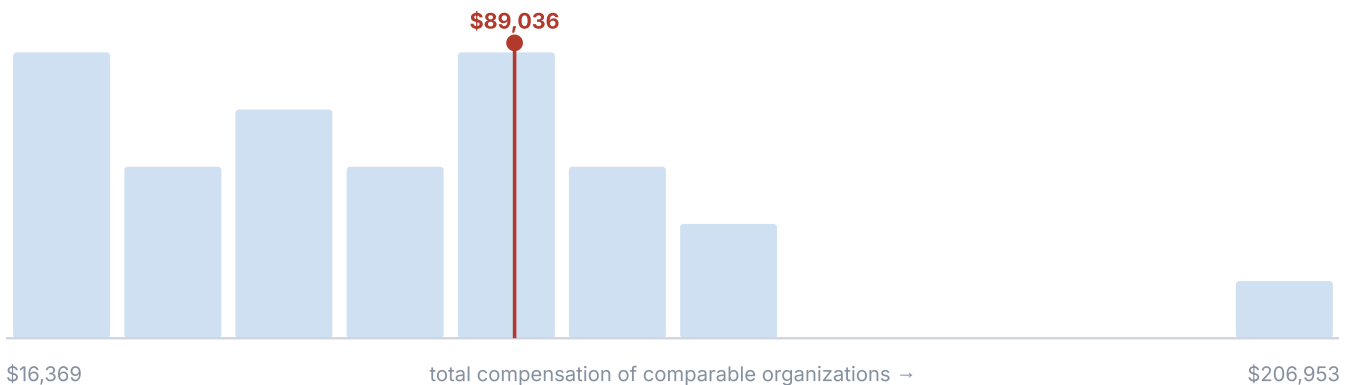
Benchmarked executive: Ann Munro — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

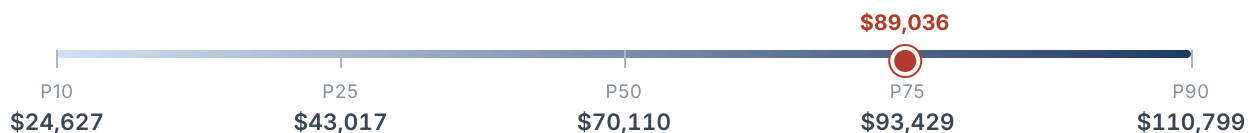
SECTOR	Organizations sharing the subject's NTEE classification (P01).
BUDGET	Total revenue between \$220,441 and \$493,525 — 0.67x to 1.50x the subject's \$329,017 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P01), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,627 10TH	\$43,017 25TH	\$70,110 MEDIAN	\$93,429 75TH	\$110,799 90TH	\$89,036 THIS ORG · 65TH
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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
Chicago Refugee Coalition	IL	\$320,192	Executive Dir.	\$22,750	\$24,264	2024
Travel Unity Inc	NY	\$310,772	Executive Director	\$211,104	\$206,953	2024
Mapp Inc	CT	\$309,595	President	\$77,090	\$80,733	2023
Tri-lakes Center For Independent	NY	\$307,890	Executive Di	\$42,974	\$42,129	2024
Families In Action For Justice	CA	\$300,000	Ceo	\$28,210	\$27,208	2023
The Health & Housing Consortiuminc	NY	\$294,677	Executive Director	\$111,762	\$112,801	2023
The Groundswell Group Inc	NY	\$287,248	Chief Execut	\$93,450	\$91,613	2024
Triumphant Hands Inc	NY	\$287,036	Executive Director	\$91,508	\$89,709	2024
Wichitas Littlest Heroes	KS	\$371,868	Executive Director	\$65,889	\$77,225	2024
Ten Toes In	CA	\$378,175	Executive Di	\$69,571	\$65,174	2024
Second Nurture	CT	\$380,391	Executive Director & Trustee	\$92,443	\$94,034	2024
My Brother's Keeper Task Force Inc	MA	\$384,360	Co-president & Director	\$19,125	\$19,196	2023
Youmominc	FL	\$273,158	President	\$16,061	\$16,369	2024
Organizacion Latina Trans In Texas	TX	\$269,622	Executive Director	\$103,712	\$115,876	2023
Mississippians Against Human Trafficking	MS	\$267,157	Executive Director	\$50,000	\$62,199	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Partnership For Women	DC	\$404,000	President	\$47,983	\$45,681	2024
Green Mountain Self Advocates Inc	VT	\$414,661	Administrative Director	\$52,000	\$58,460	2023
The Truth Project Inc	TX	\$243,200	Founder And Ceo	\$69,151	\$75,045	2024
Alaska Family Council	AK	\$416,426	Executive Director	\$78,000	\$83,292	2023
Umoja Village	SC	\$431,368	Ceo Cofounder	\$34,147	\$39,789	2023
Women In Technology Of Northwest Arkansas	AR	\$226,659	President & Founder	\$43,500	\$53,047	2024
Forward Justice Action Network	NC	\$439,971	Co-director	\$50,137	\$56,203	2024
North Carolina Values Coalition	NC	\$468,733	Executive Di	\$84,999	\$98,097	2023
Massachusetts Coalition To Prevent Gun	MA	\$484,845	Executive Director	\$102,352	\$99,784	2024
Ndn Action Network Inc	SD	\$486,676	Managing Directors	\$20,872	\$24,990	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 **26** organizations. Compensation range \$16,369–\$206,953; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$329,017); for reference, expenses \$265,421 and assets \$595,664.

ROLE MATCH Ann Munro, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	65 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	50 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 (Ann Munro) 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 26 similarly situated organizations (Same NTEE sector (P01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,036 is reasonable (approximately the 65th 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.