

Washington Theological Consortium

Executive Director / CEO

EIN 520907110

DC · NTEE B58C

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rev Larry Golemon Phd, Executive Director / CEO** (\$81,354) against the **2000** closest of **2,515** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Rev Larry Golemon Phd — 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 (B58C).
BUDGET	Total revenue between \$164,968 and \$369,331 — 0.67x to 1.50x the subject's \$246,221 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

2,515 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$9,185	\$25,091	\$48,441	\$73,620	\$103,940	\$81,354
---------	----------	----------	----------	-----------	-----------------



● 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 DC 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
Gamma Iota Sigma Foundation	OH	\$246,200	Executive Director	\$5,056	\$5,927	2024
Stafford Education Foundation Incor	VA	\$246,262	Executive Di	\$50,000	\$53,437	2024
Ontario-montclair Schools Foundation	CA	\$246,287	Omsf Director	\$46,396	\$45,654	2023
Hopmeadow Nursery School Inc	CT	\$246,117	Director	\$45,490	\$45,993	2025
Ashland Schools Foundation	OR	\$246,090	Executive Director	\$77,231	\$79,386	2024
Redwood City Library Foundation	CA	\$246,461	Executive Direc	\$86,249	\$80,310	2025
Pro America Inmigration Services Corp	NJ	\$246,521	Trustee/president	\$15,825	\$16,101	2023
Ynot Community Services	CA	\$246,522	C.f.o	\$43,776	\$43,076	2023
Santiago Canyon College Foundation	CA	\$246,541	Interim Executive Director (April '23-jun '23)	\$59,204	\$58,258	2023
Montessori School St Clair	IL	\$246,546	Director/age	\$63,000	\$68,556	2024
American Medical Foundation	PA	\$245,868	Acting Exec	\$66,733	\$71,762	2025
Greater Atlanta Christian Foundation Inc	GA	\$246,608	President Of Gacs	\$81,293	\$93,146	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Fleischer Foundation	IL	\$246,611	President	\$16,533	\$17,991	2024
Northeast Missouri School Districts	MO	\$246,614	Exec. Dir./s	\$12,978	\$15,664	2023
Santa Clara City Library	CA	\$246,620	Executive Dir.	\$95,968	\$91,725	2024
Whole School Leadership	IL	\$246,631	Executive Director	\$86,000	\$93,584	2024
Maine Grain Alliance	ME	\$246,634	Executive Director	\$60,343	\$66,882	2024
Northeast South Dakota Area Health	SD	\$246,649	Center Direc	\$66,732	\$81,518	2024
Florida Preborn Rescue Inc	FL	\$245,779	Director	\$124,492	\$129,449	2024
Afghanistan Peacebuilding Initiative	IN	\$245,775	President/director	\$5,500	\$6,420	2024
Katie Weingartner Foundation	NV	\$245,727	Executive Director	\$37,596	\$41,712	2024
Latitude Learning Resources	NH	\$246,741	President	\$18,650	\$19,061	2024
Second Chance Education Inc	CA	\$245,689	Ceo	\$59,509	\$58,558	2023
Childrens House Preschool Inc	CO	\$245,629	Executive Director	\$80,335	\$83,066	2025
Krha Educational Foundation	KS	\$246,866	President/ceo	\$38,432	\$45,956	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	2000 organizations. Compensation range \$1–\$590,714; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$246,221); for reference, expenses \$213,050 and assets \$592,799.
ROLE MATCH	Rev Larry Golemon Phd, reported title " <i>Executive director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	213 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	62 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	80 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	71 st

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 (Rev Larry Golemon Phd) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$81,354 is reasonable (approximately the 80th 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.