

# The Whatcom Dream

Executive Director / CEO

EIN 743086597  
 WA · NTEE P80  
 FY ending 2023-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Trudy Shuravloff, Executive Director / CEO** (\$54,820) against **every comparable organization** that fit the selection criteria — **162** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

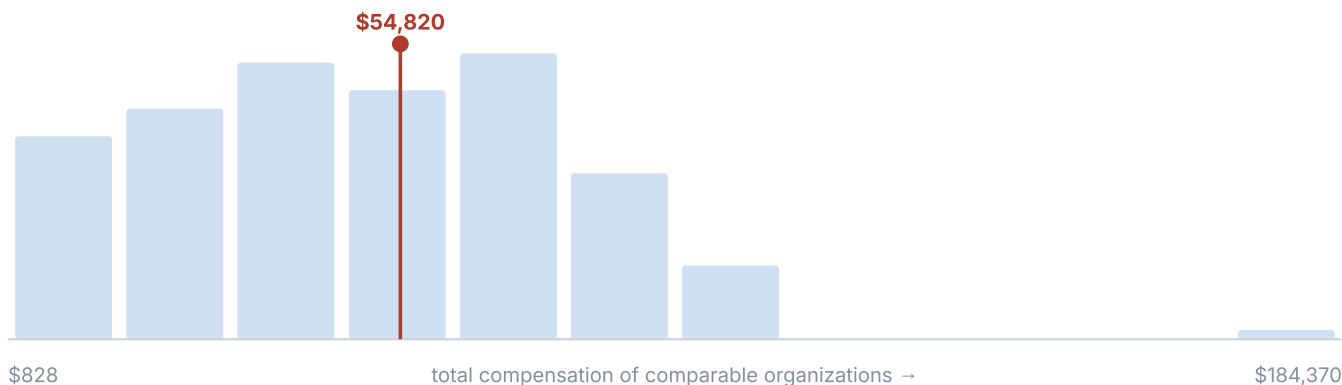
**Benchmarked executive:** Trudy Shuravloff — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$120,619 and \$270,043 — 0.67x to 1.50x the subject's \$180,029 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**162** organizations qualified on sector, size, and geography → **162** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,704	\$29,140	\$49,497	\$70,516	\$81,058	\$54,820
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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="#">Hawaii Coalition Against Sexual Assault</a>	HI	\$181,460	Executive Director	\$52,500	<b>\$52,500</b>	2023
<a href="#">Camp Bluebird Of West Michigan</a>	MI	\$178,194	Executive Dir.	\$60,030	<b>\$69,207</b>	2023
<a href="#">Pettaway Pursuit Foundation</a>	PA	\$182,330	Executive Director/president	\$66,401	<b>\$71,839</b>	2024
<a href="#">Nonprofitconnect Inc</a>	NJ	\$182,966	Executive Director	\$83,703	<b>\$81,078</b>	2024
<a href="#">Laura Mahoney Autism And Epilepsy</a>	NH	\$183,743	Executive Director	\$34,614	<b>\$35,699</b>	2023
<a href="#">Roots To Wings Inc</a>	NE	\$175,893	Executive Director	\$49,104	<b>\$57,297</b>	2024
<a href="#">Homes For Laurel Inc</a>	MD	\$184,441	Vice President & Director	\$27,109	<b>\$27,496</b>	2024
<a href="#">The Shepherds Center Of Fairfax-burke</a>	VA	\$175,121	Executive Dir.	\$43,471	<b>\$45,537</b>	2024
<a href="#">Volunteer Caregivers Program</a>	NY	\$174,381	Executive Director	\$75,000	<b>\$73,525</b>	2024
<a href="#">Hannah And Friends Inc</a>	IN	\$187,260	Secretary, Director Of Ope	\$18,545	<b>\$21,844</b>	2023
<a href="#">Ide Center Apartments li Inc</a>	OH	\$172,521	Ceo/president	\$18,970	<b>\$22,442</b>	2023
<a href="#">Universal City Supportive Housing</a>	MN	\$171,303	President/tr	\$68,006	<b>\$71,023</b>	2025
<a href="#">Westfield Residence Inc</a>	CA	\$189,049	Director	\$2,450	<b>\$2,295</b>	2024
<a href="#">Hope House</a>	DC	\$170,608	Ex Executive Director	\$80,534	<b>\$76,670</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dress For Success Billings Inc</a>	MT	\$190,236	Executive Director	\$47,167	<b>\$55,160</b>	2024
<a href="#">Community Access Naperville Inc</a>	IL	\$190,504	President	\$1,305	<b>\$1,392</b>	2024
<a href="#">Coleman Road Supportive Housing Inc</a>	MN	\$192,374	President/tr	\$65,715	<b>\$72,527</b>	2023
<a href="#">Payee Plus</a>	OH	\$167,580	Executive Director	\$60,637	<b>\$69,676</b>	2024
<a href="#">Fostering Life-changing Opportunities</a>	MO	\$167,579	Executive Director	\$30,228	<b>\$35,760</b>	2023
<a href="#">Helping Hands Of Yuma</a>	AZ	\$193,285	Executive Director	\$65,322	<b>\$70,168</b>	2023
<a href="#">Achieve Inc</a>	CO	\$166,539	Executive Di	\$31,250	<b>\$32,508</b>	2024
<a href="#">Community Outreach Network Services Inc</a>	IN	\$166,238	Ceo	\$9,874	<b>\$11,297</b>	2024
<a href="#">Hope Reins In Texas Inc</a>	TX	\$194,211	Director	\$20,300	<b>\$22,031</b>	2024
<a href="#">Silverton Area Seniors Inc</a>	OR	\$165,708	Executive Dir.	\$51,832	<b>\$53,763</b>	2023
<a href="#">Lowell Terrace Corp</a>	CO	\$194,511	Board President & Ceo Of Mhcd	\$24,467	<b>\$26,204</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 **162** organizations. Compensation range \$828–\$184,370; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$180,029); for reference, expenses \$136,595 and assets \$405,292.
ROLE MATCH	Trudy Shuravloff, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	44 <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 (Trudy Shuravloff) 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 162 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,820 is reasonable (approximately the 56<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.