

Tri Yoga International

Executive Director / CEO

EIN 770284758

CA · NTEE N30

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kali Ray, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

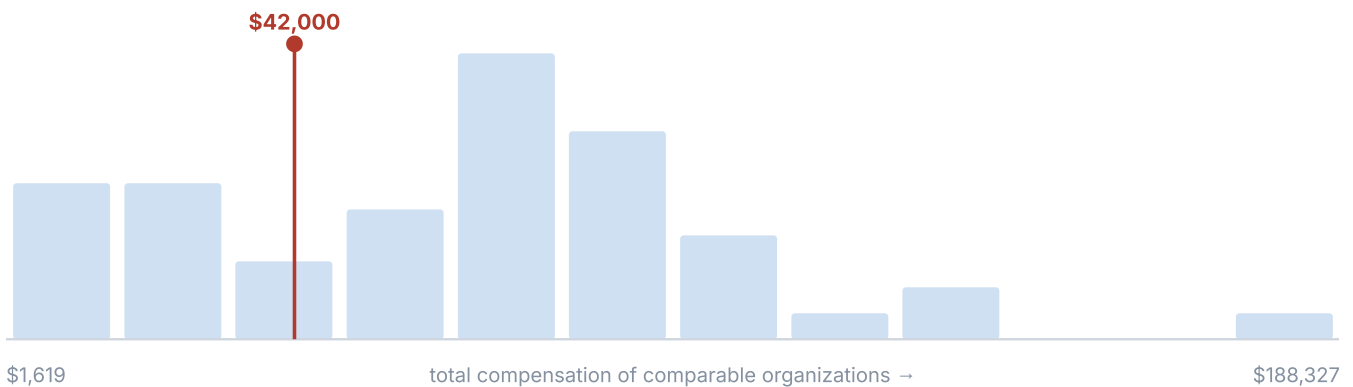
Benchmarked executive: Kali Ray — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N30).
BUDGET	Total revenue between \$287,781 and \$644,286 — 0.67x to 1.50x the subject's \$429,524 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N30), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,359	\$38,471	\$73,540	\$88,467	\$107,377	\$42,000
----------	----------	----------	----------	-----------	----------



■ 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 CA 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
Nile Swim Club Of Yeadon	PA	\$423,223	Board Member	\$3,407	\$4,158	2023
Pikeride Inc	CO	\$422,227	Executive Director	\$90,598	\$103,267	2024
Inclusively Fit Foundation	MI	\$416,344	Exec Directo	\$72,800	\$89,322	2024
East Side Youth Center Inc	PA	\$410,473	Director	\$15,000	\$18,307	2023
I Dance Adaptive Performing Arts	OH	\$454,111	President/di	\$106,613	\$134,230	2024
United States Secret Service Employee	DC	\$454,961	Executive Director	\$4,474	\$4,805	2023
Bloom Fitness Corporation	TX	\$401,207	Executive Director	\$8,000	\$9,513	2024
Southern Off Road Bicycle	NC	\$467,008	Executive Di	\$59,800	\$73,450	2024
Friends Of The Forest Hills Park Association	MI	\$390,268	Campaign Director	\$8,325	\$10,517	2023
Prospect Mountain Association Inc	VT	\$473,412	Director	\$61,464	\$73,540	2024
Evansville Trails Coalition Inc	IN	\$385,067	Executive Director	\$62,054	\$77,789	2024
Indiana Park And Recreation Association	IN	\$474,097	Executive Director	\$101,376	\$130,836	2023
River City Inclusive Gymnastics Inc	VA	\$383,241	Ceo	\$53,586	\$63,320	2023
Clark Family Center	OR	\$480,365	Executive Director	\$19,171	\$21,788	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Slippery Rock Area Parks And Recreation	PA	\$378,640	Director	\$46,722	\$57,022	2023
Tyler Street Resource Center Inc	TX	\$482,733	Executive Di	\$23,878	\$28,393	2024
Redemptive Cycles Services Inc	AL	\$482,987	Executive Director	\$60,000	\$79,329	2023
Move Inclusive Dance	TN	\$372,440	Executive Director	\$65,000	\$81,218	2024
Nosotros Rock Climbing Gym	OH	\$359,884	Executive Director	\$64,928	\$87,611	2022
Flowers Fitness Club	IL	\$499,995	Exec Director	\$38,126	\$44,556	2024
Friends Of Community Fitness	ME	\$356,036	Executive Director	\$77,606	\$89,994	2025
Alabama Recreation & Parks Assoc Inc	AL	\$350,398	Executive Director	\$59,400	\$76,283	2024
Southern Off-road Bicycle Association	GA	\$349,267	Executive Director	\$65,000	\$77,691	2024
Patriot Training Foundation	MO	\$511,696	President	\$86,442	\$112,048	2023
Pacific Northwest Parkour Association	OR	\$342,633	Executive Director	\$40,873	\$45,120	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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 CA 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 **47** organizations. Compensation range \$1,619–\$188,327; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$429,524); for reference, expenses \$362,956 and assets \$921,768.
ROLE MATCH	Kali Ray, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	26 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	21 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 (Kali Ray) 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 47 similarly situated organizations (Same NTEE sector (N30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 26th 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.