

International Women's Baseball

Executive Director / CEO

This analysis benchmarks the total compensation of **Dr Kat Williams, Executive Director / CEO** (\$105,000) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (N11).

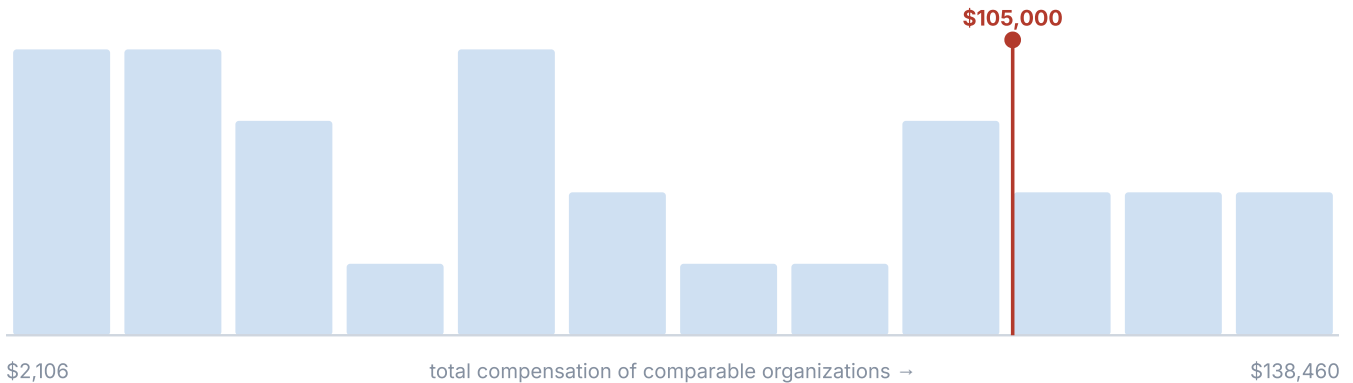
BUDGET Total revenue between \$314,930 and \$705,069 — 0.67x to 1.50x the subject's \$470,046 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N11), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,514	\$23,018	\$54,233	\$102,777	\$122,906	\$105,000
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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 IL 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
Eagles Athletic Association Inc	IN	\$473,953	Director	\$18,158	\$20,052	2023
Burke River Trail Association	NC	\$491,684	Executive Director	\$45,000	\$46,076	2025
Pillar Foundation	TX	\$493,643	Executive Dir.	\$50,000	\$52,377	2023
Childhood Drowning Prevention Foundation	CA	\$445,733	President	\$36,550	\$32,103	2024
Norcal Womens Lacrosse Officials	CA	\$442,334	Director & President	\$5,000	\$4,522	2023
Friends Of Kenilworth Aquatic Gardens	DC	\$499,177	Executive Director	\$116,451	\$103,944	2024
Medina Athletic Boosters Club	OH	\$505,637	Concessions Coordinator	\$10,800	\$11,635	2024
Usa Climbing Foundation	UT	\$428,081	Chief Executive Officer	\$22,110	\$23,018	2024
Phil Hardberger Park Conservancy	TX	\$526,479	Former Executive Director	\$55,000	\$55,962	2024
Pittsford Crew Inc	NY	\$412,447	Treasurer	\$12,000	\$11,030	2024
Mbp Helping Hands	GA	\$409,686	Executive Director	\$2,000	\$2,106	2023
Camp Aranzazu Foundation	TX	\$401,233	Executive Director	\$102,679	\$107,561	2023
Friends Of The Riverwalk Inc	FL	\$397,125	Executive Director	\$128,471	\$122,761	2024
Bravo Athletics Volleyball Club	CA	\$395,765	Ceo	\$73,500	\$64,557	2024
Palisades Parks Conservancy Inc	NY	\$391,399	Executive Director	\$140,569	\$129,203	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nrva Inc	VA	\$548,821	Head Coach/board Member	\$80,204	\$76,740	2025
Little Falls Sports Arena	MN	\$372,625	Arena Manager	\$53,015	\$51,910	2025
Bodie Foundation	CA	\$369,426	Executive Director	\$68,600	\$60,253	2024
Walter Johnson Crew Club Inc	MD	\$365,804	Head Coach	\$22,004	\$20,925	2024
Jp4 Foundation	MN	\$360,334	Executive Dir.	\$88,840	\$91,929	2023
Virginia Sports Hall Of Fame Foundation	VA	\$345,439	Executive Director	\$95,749	\$96,815	2023
Albany Area Gymnastics Association	MN	\$341,559	Executive Di	\$36,000	\$36,183	2024
Atlanta Memorial Park Conservancy Inc	GA	\$338,856	Executive Director	\$97,608	\$102,777	2023
San Mateo County Parks And	CA	\$604,823	Executive Director	\$124,674	\$109,505	2024
Camp Dudley Foundation Inc	NY	\$605,715	Camp Director/camp Dudley	\$57,311	\$54,233	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2024 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 IL 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 29 organizations. Compensation range \$2,106–\$138,460; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$470,046); for reference, expenses \$338,160 and assets \$1,392,561.

ROLE MATCH Dr Kat Williams, reported title "CEO", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	79 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	66 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 (Dr Kat 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 29 similarly situated organizations (Same NTEE sector (N11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,000 is reasonable (approximately the 79th 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.