

Atlanta Ymca Westside Qalib Inc

Executive Director / CEO

EIN 822266076

GA · NTEE P27

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lauren Koontz, Executive Director / CEO** (\$36,068) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Lauren Koontz — reported title "CHIEF EXECUTIVE OFFICER", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P27).

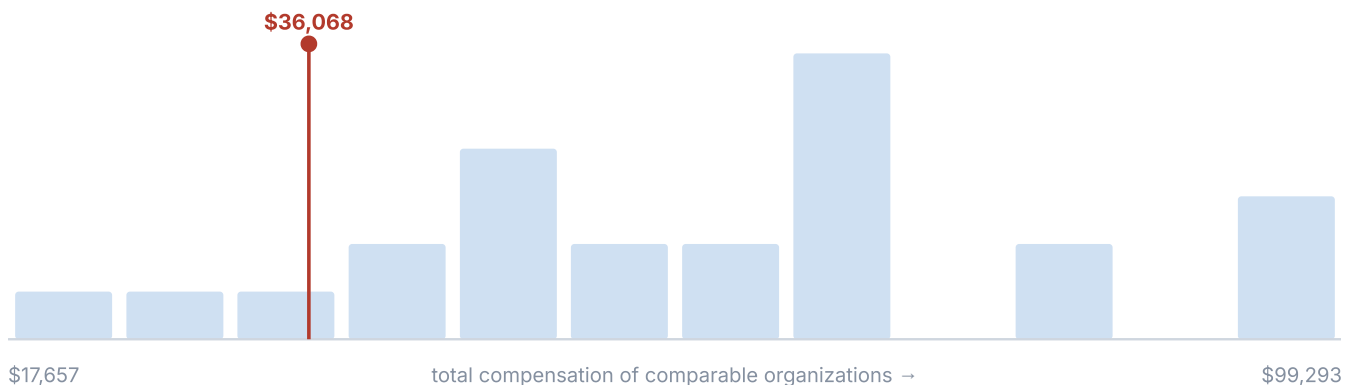
BUDGET Total revenue between \$302,083 and \$676,306 — 0.67x to 1.50x the subject's \$450,871 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P27), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$39,156

\$47,597

\$62,348

\$70,778

\$89,711

\$36,068



■ 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 GA 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
Rathbun Lake Area Young Mens Christ	IA	\$453,841	Ceo	\$44,245	\$48,181	2023
The Young Men's Christian	AL	\$463,386	Executive Di	\$52,000	\$54,268	2024
Young Mens Christian Association Of Jackson Area	OH	\$436,285	Executive Director	\$42,000	\$44,242	2023
Camp Sunshine	MI	\$430,570	Executive Dir	\$68,025	\$67,827	2024
Duluth Area Family Ymca Heritage	MN	\$488,740	Ceo/president	\$45,235	\$44,454	2023
Ywca Of Darien Norwalk Inc	CT	\$410,083	Chair	\$81,154	\$71,610	2025
Young Mens Christian Association Of The Coosa Valley Inc	AL	\$396,829	Executive Director	\$53,516	\$57,500	2023
Ywca Of San Francisco & Marin	CA	\$507,005	Chief Financial Officer	\$43,056	\$36,976	2023
Safe Children Coalition Foundation Inc	FL	\$366,926	Ceo	\$31,740	\$28,804	2024
White County United Way Inc	IN	\$350,430	Executive Di	\$45,400	\$47,616	2023
Ywca Of Lincoln	NE	\$339,689	Executive Director	\$95,566	\$99,293	2024
Ywca Allentown	PA	\$569,120	Executive Director	\$98,789	\$95,168	2024
Santa Monica Ymca Endowment Fund	CA	\$578,670	Chief Executive Officer	\$21,167	\$17,657	2024
Long Branch Area Young Men's Christian Association	MO	\$578,679	Chief Executive Officer	\$68,905	\$70,500	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ymca Endowment Foundation	AL	\$312,277	Secretary/ce	\$44,246	\$47,540	2023
Young Womens Christian Association	IN	\$605,938	Executive Director	\$47,500	\$48,389	2024
Bertie County Ymca	NC	\$616,088	Ceo	\$96,383	\$93,725	2025
Union County Ymca	SC	\$620,297	Ceo	\$69,037	\$69,574	2024
Schuylkill Ymca	PA	\$626,867	Executive Di	\$62,027	\$59,753	2024
Switzerland County Young Men's	IN	\$630,259	Ceo	\$63,750	\$64,943	2024
Young Mens Christian Association	HI	\$656,344	Director	\$92,896	\$80,344	2024
Young Women's Christian Association Of Elyria Oh	OH	\$659,575	Executive Director	\$65,207	\$68,688	2023
Young's Men's Christian Assn Of Lafayette La Inc	LA	\$668,275	Executive Director	\$72,831	\$79,759	2023
Scott County Family Ymca	IN	\$675,243	Ceo	\$65,000	\$66,216	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 24 organizations. Compensation range \$17,657–\$99,293; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$450,871); for reference, expenses \$1,288,162 and assets \$35,584,313. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Lauren Koontz, reported title "*CHIEF EXECUTIVE OFFICER*", 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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Lauren Koontz) 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 24 similarly situated organizations (Same NTEE sector (P27), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,068 is reasonable (approximately the 8th 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.