

# Northwest Community Bail Fund

Executive Director / CEO

EIN 831096468

WA · NTEE I11

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **2 Cyril Walrond, Executive Director / CEO** (\$103,226) against **every comparable organization** that fit the selection criteria — **570** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65<sup>th</sup>** percentile of comparable organizations within the typical range

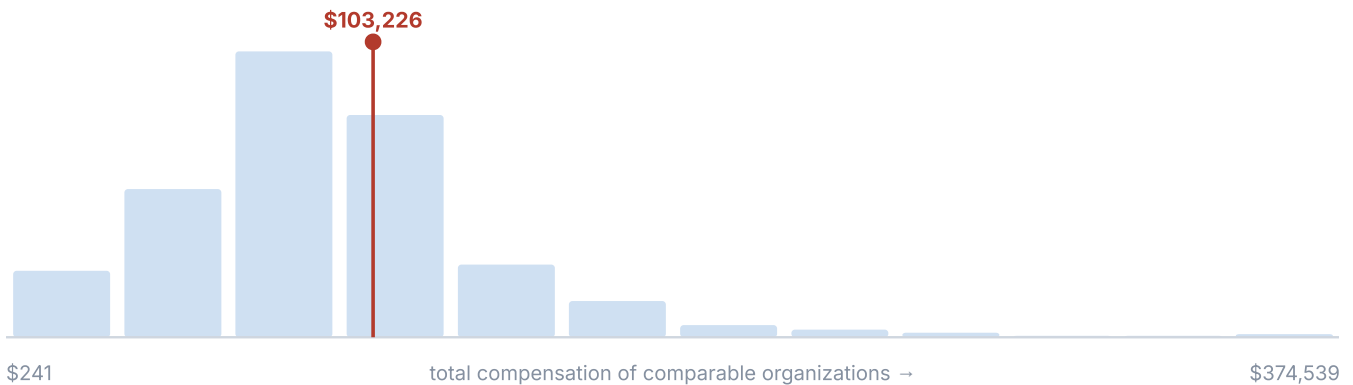
**Benchmarked executive:** 2 Cyril Walrond — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I11).
BUDGET	Total revenue between \$334,105 and \$747,997 — 0.67x to 1.50x the subject's \$498,665 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**570** organizations qualified on sector, size, and geography → **570** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$38,087	\$62,691	\$87,532	\$112,922	\$143,938	<b>\$103,226</b>
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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="#">The Childrens Advocacy Center</a>	AL	\$498,415	Executive Director	\$72,712	<b>\$87,739</b>	2024
<a href="#">The Inner Truth Project Inc</a>	FL	\$497,800	Executive Director	\$47,500	<b>\$49,841</b>	2024
<a href="#">Call Of Mental Healing</a>	CA	\$500,206	Ceo	\$54,263	<b>\$52,335</b>	2024
<a href="#">Kids Inc Child Advocacy Center</a>	NM	\$500,724	Executive Di	\$75,140	<b>\$87,941</b>	2025
<a href="#">The Innocent Inc</a>	ID	\$501,174	President & Ceo	\$104,000	<b>\$123,571</b>	2024
<a href="#">Freedom Education Project Puget Sound</a>	WA	\$502,179	Executive Director From May 2024	\$112,497	<b>\$112,497</b>	2024
<a href="#">First Circuit Casa</a>	SD	\$502,392	Executive Director	\$99,119	<b>\$122,183</b>	2024
<a href="#">Vermonters For Criminal Justice Reform</a>	VT	\$502,546	Key Employee	\$97,490	<b>\$109,601</b>	2024
<a href="#">International Association Of Auto</a>	MD	\$494,364	Executive Di	\$22,500	<b>\$23,495</b>	2024
<a href="#">Clean Slate Utah</a>	UT	\$494,327	Executive Di	\$78,048	<b>\$91,856</b>	2023
<a href="#">Missing Pieces Community Development Corporation</a>	IN	\$494,313	Executive Director	\$175,249	<b>\$206,421</b>	2024
<a href="#">Portland Lodge No 1310 Loyal Order Of Moose</a>	ME	\$503,104	Adaministrator	\$48,000	<b>\$52,301</b>	2025
<a href="#">Gws Real Estate</a>	TX	\$494,170	President & Ceo	\$36,850	<b>\$41,172</b>	2024
<a href="#">Tri-agency Intervention Inc</a>	KS	\$494,131	Executive Director	\$89,273	<b>\$110,905</b>	2023
<a href="#">Capital Area Family Justice Center Inc</a>	LA	\$493,716	Executive Director	\$95,560	<b>\$117,529</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Colorado Lawyers Committee</a>	CO	\$504,355	Executive Dir.	\$169,448	<b>\$181,480</b>	2024
<a href="#">The Equal Voting Rights Institute</a>	TX	\$491,331	Executive Di	\$244,288	<b>\$272,939</b>	2024
<a href="#">Student Legal Services</a>	NC	\$507,722	Director	\$174,472	<b>\$201,357</b>	2024
<a href="#">New Light Community Resource Foundation</a>	SC	\$489,433	Executive Director	\$18,500	<b>\$21,557</b>	2024
<a href="#">Casa Of The Northern Bluegrass Region Inc</a>	KY	\$489,238	Executive Director	\$84,836	<b>\$104,810</b>	2023
<a href="#">Step Up To Justice</a>	AZ	\$488,880	Executive Director	\$90,176	<b>\$96,866</b>	2024
<a href="#">Indian Legal Assistance Program</a>	MN	\$508,568	Executive Di	\$105,043	<b>\$112,943</b>	2025
<a href="#">Environmental Defender Law Center</a>	WA	\$508,691	Exec Director (From March 24)	\$124,975	<b>\$124,975</b>	2024
<a href="#">31-8 Project</a>	ND	\$508,696	Executive Director	\$67,800	<b>\$83,105</b>	2024
<a href="#">Advoz</a>	PA	\$488,584	Executive Di	\$76,807	<b>\$88,078</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 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 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 **570** organizations. Compensation range \$241–\$374,539; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$498,665); for reference, expenses \$941,851 and assets \$3,999,547. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	2 Cyril Walrond, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	65 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	61 <sup>st</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 (2 Cyril Walrond) 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 10, 2026, comparing compensation against 570 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,226 is reasonable (approximately the 65<sup>th</sup> 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 10, 2026.