

Fairvote Washington

Executive Director / CEO

EIN 831994669

WA · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Ayrault, Executive Director / CEO** (\$64,271) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Lisa Ayrault — 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 (P20).

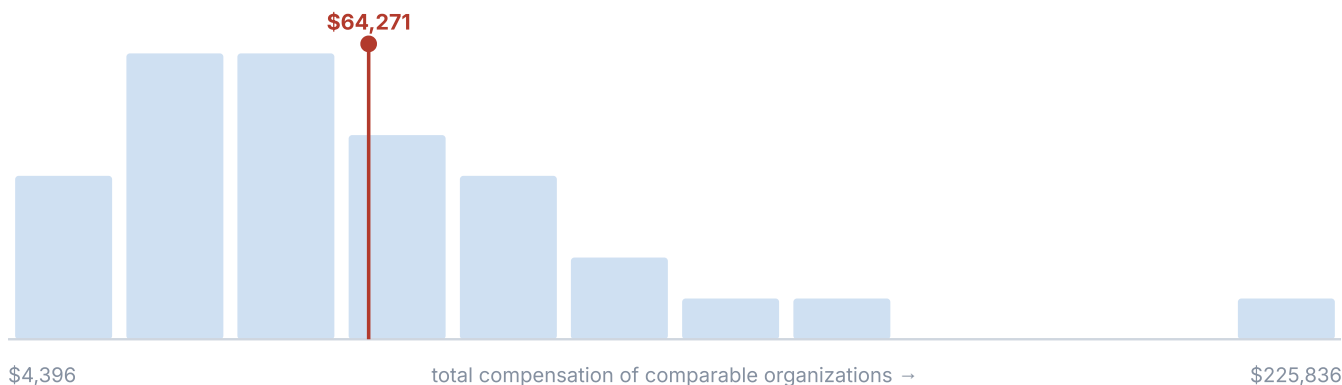
BUDGET Total revenue between \$265,357 and \$594,084 — 0.67x to 1.50x the subject's \$396,056 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + WA + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography

→ **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,199	\$25,897	\$54,669	\$85,498	\$112,155	\$64,271
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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
The Cove	WA	\$397,998	Executive Director	\$25,967	\$25,967	2023
Essentials First	WA	\$406,291	Ceo	\$77,500	\$75,277	2024
Unbridled Spirit 7	WA	\$411,014	Executive Director	\$72,002	\$69,936	2024
Aging In Pace Washington	WA	\$411,837	President	\$30,263	\$29,395	2024
Spring Of Hope International	WA	\$374,624	Executive Di	\$48,000	\$46,623	2024
Unity Center	WA	\$373,579	Executive Director	\$57,600	\$57,600	2023
Deconstructing The Mental Health System	WA	\$365,640	President & Ceo	\$24,562	\$24,562	2023
A Supportive Community For All	WA	\$428,374	Executive Director	\$87,136	\$87,136	2023
Olympia Family Theater	WA	\$356,395	Executive Director	\$47,500	\$46,137	2024
Pybus Market Charitable Foundation	WA	\$355,327	Gm/executive Director	\$25,002	\$24,285	2024
Spokane Fatherhood Initiative	WA	\$449,994	Vice President	\$19,900	\$18,831	2025
Serve Ethiopians Washington	WA	\$332,658	Executive Director	\$92,480	\$89,827	2024
Grow Further Club	WA	\$469,921	Chief Of Sta	\$120,754	\$120,754	2023
Hilltop Urban Gardens	WA	\$320,448	Board Member	\$61,294	\$59,535	2024
Catholic Charities Foundation 61885016	WA	\$318,166	Executive Director	\$26,446	\$25,687	2024
Big Homie Ministries International	WA	\$315,083	Executive Director	\$67,475	\$65,539	2024
Fairvote Washington Foundation	WA	\$477,853	Executive Director	\$4,396	\$4,396	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foster Hearts	WA	\$484,927	President	\$21,631	\$21,010	2024
Restoration Counseling Services	WA	\$485,040	President	\$225,836	\$225,836	2023
One Eighty Foundation	WA	\$305,081	Executive Director	\$106,187	\$106,187	2023
The Hoff Foundation	WA	\$301,991	Executive Director	\$45,500	\$45,500	2023
Foundation For Multicultural Solutions	WA	\$292,882	Executive Director	\$51,738	\$51,738	2023
Pizza Klatch	WA	\$506,216	Executive Di	\$62,444	\$62,444	2023
Mineral Lake Lions Foundation	WA	\$281,503	Vice President	\$6,000	\$6,000	2023
Compassion Washington	WA	\$269,399	Executive Dir.	\$36,000	\$36,000	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.

Sample, role match & sensitivity

PEER COUNT	32 organizations. Compensation range \$4,396–\$225,836; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$396,056); for reference, expenses \$599,671 and assets \$110,745. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lisa Ayrault, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	63 rd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	50 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 (Lisa Ayrault) 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 32 similarly situated organizations (Same NTEE sector (P20) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,271 is reasonable (approximately the 63rd 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.