

# Friends Of The Children Tacoma

Executive Director / CEO

This analysis benchmarks the total compensation of **Jr Nobles, Executive Director / CEO** (\$129,419) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jr Nobles — 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 (O30).

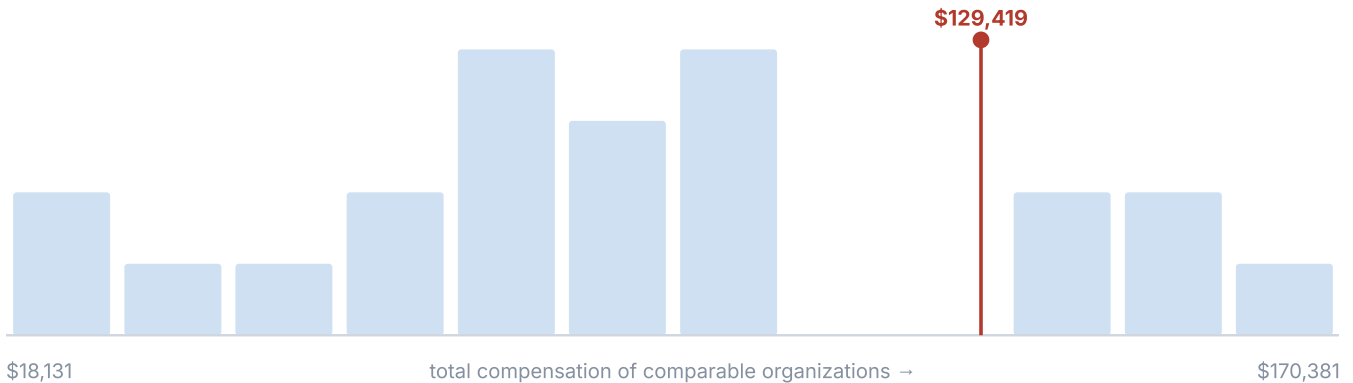
**BUDGET** Total revenue between \$326,292 and \$730,504 — 0.67x to 1.50x the subject's \$487,003 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O30), nationwide + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$39,630	\$66,761	\$86,723	\$104,780	\$148,230	\$129,419
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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="#">Big Brothers Big Sisters Of Greater</a>	OH	\$468,912	President & Ceo	\$89,769	<b>\$106,197</b>	2023
<a href="#">Arkbuilders Inc</a>	OH	\$465,811	Ceo	\$62,400	<b>\$71,702</b>	2024
<a href="#">Mentor North</a>	MN	\$462,053	Exec Directo	\$60,322	<b>\$64,664</b>	2024
<a href="#">16-10 Now &amp; Then Inc</a>	TN	\$519,644	Executive Director	\$75,641	<b>\$88,807</b>	2023
<a href="#">Mentoring Partnership Of New York Inc</a>	NY	\$522,567	Ceo	\$141,152	<b>\$138,376</b>	2024
<a href="#">Athletes For Kids</a>	WA	\$438,031	Executive Director	\$81,020	<b>\$81,020</b>	2023
<a href="#">Grandparents Raising Grandchildren Information Center Of La</a>	LA	\$428,589	Contractor	\$23,180	<b>\$27,691</b>	2024
<a href="#">Mentor Greater Milwaukee Inc</a>	WI	\$547,622	Executive Director	\$131,479	<b>\$148,969</b>	2024
<a href="#">The Hampton's Academy Inc</a>	IN	\$418,758	Ceo	\$33,229	<b>\$38,017</b>	2024
<a href="#">Chicago Lawndale Amachi Mentoring Program</a>	IL	\$562,178	Executive Director	\$17,000	<b>\$18,131</b>	2024
<a href="#">Marietta Mentoring For Leadership Program</a>	GA	\$570,626	Executive Director	\$68,218	<b>\$72,497</b>	2025
<a href="#">The Mentoring Partnership Of Sw Pa</a>	PA	\$403,179	Executive Director	\$139,996	<b>\$151,461</b>	2024
<a href="#">Speakhire Inc</a>	NY	\$398,262	Exe. Director	\$140,275	<b>\$141,579</b>	2023
<a href="#">Great Life Mentoring</a>	OR	\$373,727	Executive Director	\$99,781	<b>\$100,528</b>	2024
<a href="#">Big Brothers Big Sisters Of The Upstate</a>	SC	\$362,983	Ceo	\$63,844	<b>\$72,259</b>	2024
<a href="#">Trusted Mentors Inc</a>	IN	\$360,676	Executive Director	\$45,972	<b>\$54,149</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Joshua And Caleb Leadership Centre</a>	OH	\$344,929	President	\$73,658	<b>\$84,638</b>	2024
<a href="#">House Of Shiloh Family Services Inc</a>	TX	\$342,758	Director	\$60,000	<b>\$65,114</b>	2024
<a href="#">You Can Mentor Inc</a>	TX	\$331,294	Executive Dir.	\$157,000	<b>\$170,381</b>	2024
<a href="#">San Miguel Mentoring Program</a>	CO	\$329,675	Executive Di	\$93,170	<b>\$96,923</b>	2024
<a href="#">Pass It On - Outdoor Mentors Inc</a>	KS	\$658,382	Ceo/secretary & Treasurer	\$85,080	<b>\$99,718</b>	2024
<a href="#">Girl Vow Inc</a>	NY	\$695,920	Executive Director	\$92,420	<b>\$93,279</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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$18,131–\$170,381; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$487,003); for reference, expenses \$914,199 and assets \$933,744. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Jr Nobles, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	77 <sup>th</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 (Jr Nobles) 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 22 similarly situated organizations (Same NTEE sector (O30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$129,419 is reasonable (approximately the 77<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.