

Washington Ethnic Studies Now

Executive Director / CEO

This analysis benchmarks the total compensation of **Tracy Castro-gill, Executive Director / CEO** (\$150,000) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

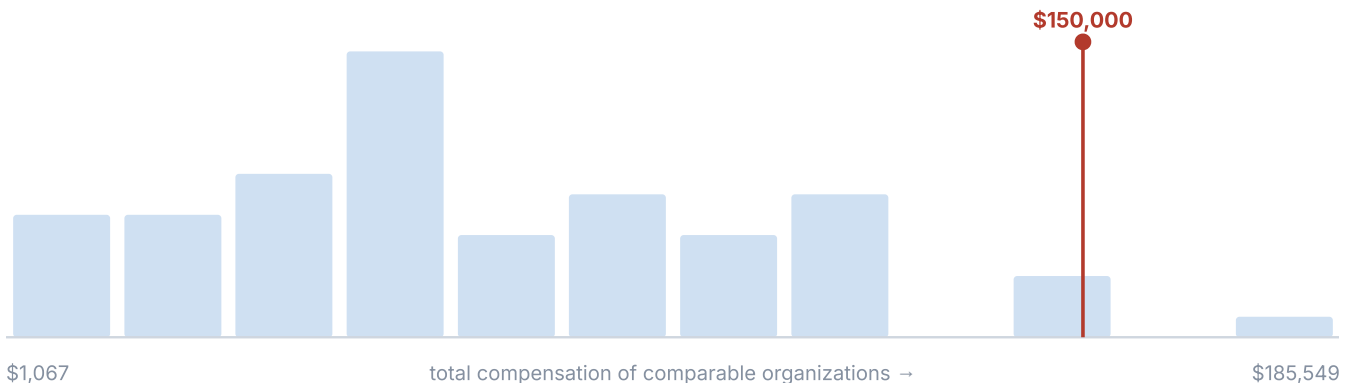
Benchmarked executive: Tracy Castro-gill — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B01).
BUDGET	Total revenue between \$167,166 and \$374,253 — 0.67x to 1.50x the subject's \$249,502 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,283	\$40,306	\$60,415	\$94,038	\$115,591	\$150,000
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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 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
Washington Student Association	WA	\$248,411	Executive Director	\$60,000	\$61,772	2023
Northstar Tutoring	DC	\$251,101	Executive Director	\$119,167	\$116,801	2024
South Carolina First Steps	SC	\$247,364	Executive Di	\$44,313	\$53,160	2023
South Carolina First Steps To	SC	\$246,903	Executive Di	\$45,893	\$55,056	2023
Local Learningthe National Network For Folk Arts In Education	NY	\$245,447	Executive Director	\$50,496	\$52,471	2023
Heart Sense Corporation	LA	\$253,733	President	\$113,968	\$140,169	2024
Charter Schools Action Fund	DC	\$254,081	Ceo Of Napcs - Until 12/23	\$30,188	\$29,589	2024
Education Justice Coalition Of Vt	VT	\$254,459	Director	\$46,202	\$53,476	2023
Davidsonians For Freedom Of Thought And Discourse	SC	\$243,390	Executive Director	\$80,937	\$97,097	2023
Cyber Texas Foundation Inc	TX	\$243,071	Executive Director/secretary	\$20,323	\$22,707	2024
Minnesota Leadership Council On Aging	MN	\$242,300	President	\$88,000	\$94,619	2025
South Carolina First Steps To	SC	\$240,260	Executive Di	\$21,173	\$25,400	2023
Walnut Grove Coop Inc	DE	\$259,090	Chair	\$35,640	\$37,973	2025
Pa Families For Education Choice	PA	\$260,174	President/tr	\$33,000	\$36,757	2024
South Carolina First Steps To	SC	\$260,668	Ed-thru 6/30	\$70,246	\$84,271	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Escucha Mi Voz Iowa	IA	\$234,190	Co-director	\$49,979	\$61,123	2024
R4creating	NM	\$265,057	Executive Di	\$74,567	\$92,226	2023
South Carolina First Steps To	SC	\$265,605	Executive Di	\$41,509	\$49,796	2023
Folk Education Services	WA	\$229,297	Director	\$21,125	\$21,125	2024
Awareness Is Prevention Inc	NV	\$270,478	President	\$13,333	\$15,369	2023
South Carolina First Steps To	SC	\$227,937	Ed Through 4	\$61,759	\$74,089	2023
Teachers Unite Inc	NY	\$274,686	Co-executive Director	\$88,095	\$91,540	2023
Advocates For Womens And Kids Equality	TN	\$275,539	Executive Dir.	\$73,200	\$85,941	2024
Daybreak Arts	TN	\$275,754	Executive Director	\$50,163	\$57,376	2025
Empower Illinois	IL	\$276,402	Ceo	\$130,147	\$142,912	2024

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.

Sample, role match & sensitivity

PEER COUNT 62 organizations. Compensation range \$1,067–\$185,549; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$249,502); for reference, expenses \$292,434 and assets \$15,553.

ROLE MATCH Tracy Castro-gill, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	97 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 (Tracy Castro-gill) 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 62 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$150,000 is reasonable (approximately the 98th 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.