

Northwest Trail Alliance Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Olivares, Executive Director / CEO** (\$82,794) against **every comparable organization** that fit the selection criteria — **1339** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

Benchmarked executive: Lisa Olivares — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

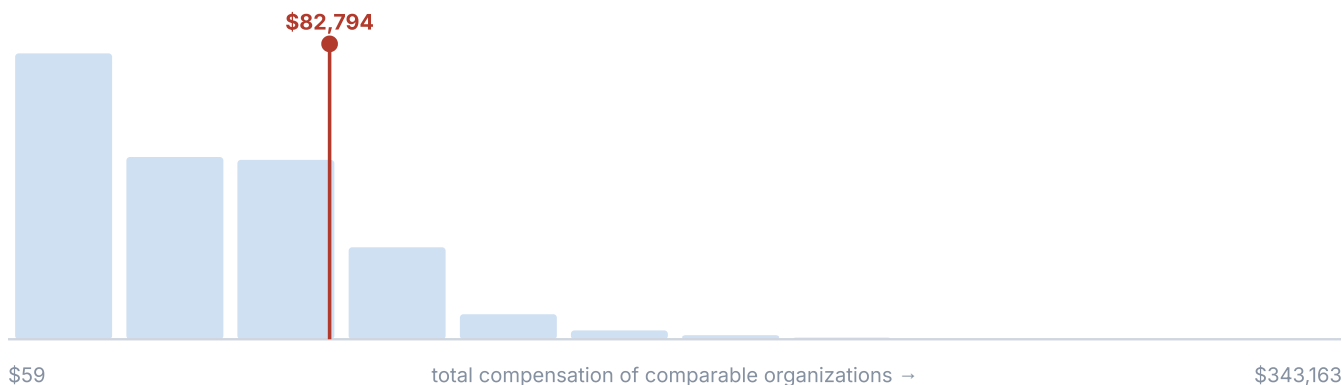
SECTOR Organizations sharing the subject's NTEE classification (N19).

BUDGET Total revenue between \$264,246 and \$591,597 — 0.67x to 1.50x the subject's \$394,398 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

1,339 organizations qualified on sector, size, and geography → **1,339** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,041

\$15,331

\$44,739

\$74,352

\$99,784

\$82,794



■ 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 OR 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
Diamond Barwalnut Valley Soccer League Inc	CA	\$394,617	President	\$3,750	\$3,487	2024
Marymoor Velodrome Association	WA	\$394,750	President Of The Board	\$846	\$816	2024
Girls On The Run West Michigan	MI	\$394,987	Executive Director	\$71,000	\$78,914	2024
Mt Ascutney Outdoors Inc	VT	\$395,041	Executive Dir.	\$40,000	\$43,354	2024
Texas Tar Heels Basketball Academy Inc	TX	\$395,107	President	\$52,083	\$57,758	2023
Centerville United Galaxies Soccer Club Inc	OH	\$393,656	Director	\$61,000	\$69,572	2024
Chestnut Hill Fathers Club	PA	\$393,517	Director	\$4,562	\$5,044	2023
Fresno Youth Golf Association Inc	CA	\$395,609	Executive Dir.	\$84,000	\$78,107	2024
Bravo Athletics Volleyball Club	CA	\$395,765	Ceo	\$73,500	\$68,343	2024
Scyr Inc	CA	\$395,855	Executive Dir.	\$70,000	\$65,089	2024
Camps For Kids	KS	\$392,932	Executive Director	\$71,381	\$85,492	2023
Steel City Selects Girls Hockey	PA	\$392,810	Board Member	\$1,000	\$1,046	2025
Clarkston Community Center	GA	\$396,225	Executive Dir.	\$70,014	\$78,045	2023
Project Goal Inc	RI	\$392,483	Secretary	\$6,190	\$6,391	2024
Positive Sports Training Inc	IA	\$392,354	Chief Umpire	\$12,000	\$14,149	2024
Halo Sports Inc	NC	\$392,210	Director	\$83,557	\$92,969	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lee County Sports Organization	FL	\$396,592	Executive Director	\$183,441	\$185,568	2024
Revival Sport Inc	TX	\$396,660	President	\$53,000	\$57,090	2024
Woodlands Conservancy	LA	\$391,920	Executive Director	\$68,000	\$80,630	2024
City Island Rowing Inc	NY	\$397,021	Executive Dire	\$65,675	\$65,793	2023
Chugiak Youth Sports Association	AK	\$391,749	Program Director	\$94,875	\$100,558	2023
Cambridge Youth Soccer Inc	MA	\$391,705	Executive Director	\$34,512	\$32,534	2025
Friends Of The Riverwalk Inc	FL	\$397,125	Executive Director	\$128,471	\$129,961	2024
Palisades Parks Conservancy Inc	NY	\$391,399	Executive Director	\$140,569	\$136,780	2024
Pennsylvania State Association Of County Fairs	PA	\$397,487	General Manager	\$1,200	\$1,289	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 1339 organizations. Compensation range \$59–\$343,163; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$394,398); for reference, expenses \$284,850 and assets \$383,038.

ROLE MATCH	Lisa Olivares, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	81 st
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	79 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 Olivares) 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 1339 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,794 is reasonable (approximately the 81st 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.