

Issaquah Cultural Circle

Executive Director / CEO

This analysis benchmarks the total compensation of **Alicia Spinner, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **506** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

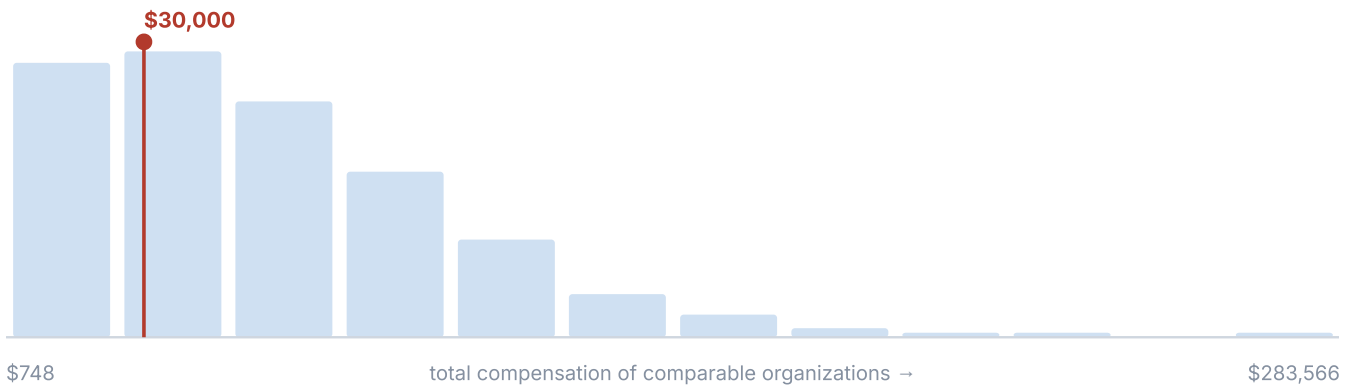
Benchmarked executive: Alicia Spinner — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q21).
BUDGET	Total revenue between \$162,093 and \$362,896 — 0.67x to 1.50x the subject's \$241,931 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

506 organizations qualified on sector, size, and geography → **506** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,936	\$25,317	\$49,596	\$76,669	\$107,054	\$30,000
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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
Seek The Lamb Inc	HI	\$241,529	President	\$46,520	\$46,520	2024
Children In Harmony	CA	\$241,435	Executive Director	\$173,700	\$167,529	2024
Andes-amazon Conservancy	AZ	\$241,355	President	\$31,250	\$33,568	2024
Osgood Center For International Studies	DC	\$241,075	President	\$75,000	\$75,682	2023
Here For Kids International	CA	\$242,854	Exec Director	\$98,291	\$97,599	2023
Foundation For International Education In	WI	\$240,911	Assistant To The Treasurer	\$6,000	\$6,999	2024
South Florida Haiti Project Inc	FL	\$240,768	Executive Di	\$22,917	\$24,757	2023
The Senegal Health Institute	CA	\$240,744	Exec Director	\$58,240	\$56,171	2024
Mesoamerican Development Institute Corporation	MA	\$240,666	Clerk, Treasurer	\$2,982	\$3,081	2023
Ibec Ventures	PA	\$243,259	Managing Director	\$116,100	\$133,137	2023
Powering Potential Inc	NY	\$243,386	President	\$43,956	\$44,365	2024
Reach India Inc	IN	\$240,370	Executive Director	\$34,365	\$41,673	2023
Africa Faith And Justice Network	DC	\$240,366	Executive Director	\$80,000	\$78,412	2024
Cuirim Outreach Inc	VA	\$243,560	Director	\$66,669	\$74,023	2023
Aurora Sister Cities International	CO	\$243,672	Ceo	\$85,524	\$91,597	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ret Americas Inc	DC	\$243,914	V.p. & Managing Director	\$22,916	\$22,461	2024
Street Child Us	DC	\$244,041	Ceo & Chair	\$17,928	\$18,092	2023
Imprint Hope	NJ	\$239,662	Executive Di	\$33,600	\$34,497	2023
Life Essentials Foundation	TX	\$244,239	President	\$68,602	\$76,648	2024
Uweza Aid Foundation	NY	\$239,410	Executive Director	\$49,111	\$49,567	2024
Partners With Ethiopia	MN	\$239,245	Executive Director/president	\$22,000	\$24,998	2023
Benedictine Sister Of St Agnes Of	MN	\$244,669	Treasurer, Dir.	\$6,000	\$7,097	2022
A Touch Of Love Foundation	CA	\$244,733	President	\$74,868	\$72,208	2024
Whatcom Peace & Justice Center	WA	\$244,805	Executive Director	\$71,190	\$71,190	2024
Amnistia Internacional- seccion De Puerto Rico Inc	PR	\$238,927	Executive Director	\$59,600	\$59,600	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	506 organizations. Compensation range \$748–\$283,566; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$241,931); for reference, expenses \$245,321 and assets \$0.
ROLE MATCH	Alicia Spinner, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 16 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	32 nd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	30 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 (Alicia Spinner) 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 506 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 32nd 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.