

# Wlam Property Association Ii

Executive Director / CEO

EIN 873814242  
 WA · NTEE S99  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Jol B Tan, Executive Director / CEO** (\$10,016) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

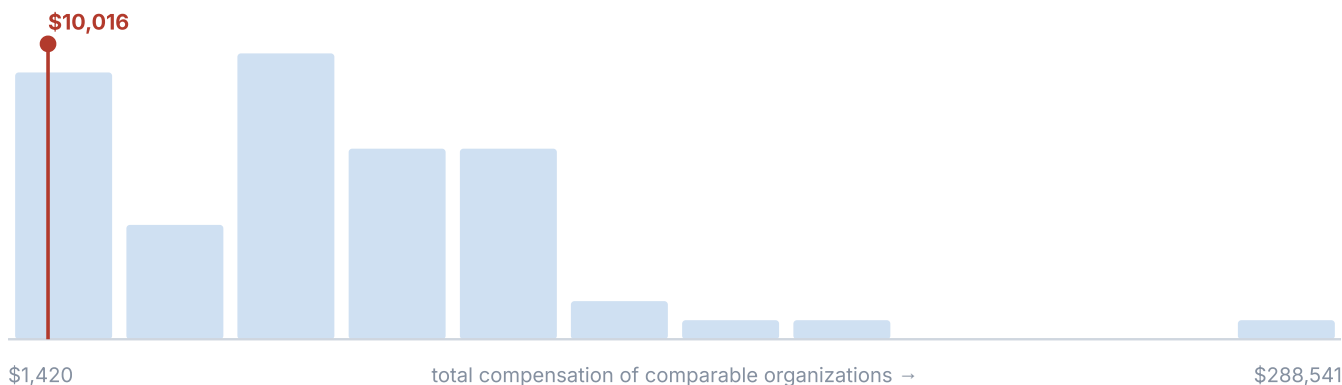
**Benchmarked executive:** Jol B Tan — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S99).
BUDGET	Total revenue between \$225,758 and \$505,429 — 0.67x to 1.50x the subject's \$336,953 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

**60** organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,257	\$28,474	\$66,188	\$93,962	\$116,678	\$10,016
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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="#">Friends Of Southern Ohio</a>	OH	\$333,117	Executive Director	\$80,052	<b>\$97,500</b>	2023
<a href="#">Shaylo Inc Socially Helping Adults Youth With Liveable Opportunities</a>	MD	\$346,941	Ceo	\$63,141	<b>\$67,881</b>	2023
<a href="#">Queen City Bicycle Collective</a>	NH	\$326,591	Executive Di	\$64,620	<b>\$64,927</b>	2025
<a href="#">Everett Community Growers Inc</a>	MA	\$353,797	Director	\$1,893	<b>\$1,956</b>	2023
<a href="#">The Chamber Foundation</a>	OH	\$318,415	President An	\$1,200	<b>\$1,420</b>	2024
<a href="#">West Yellowstone Foundation</a>	MT	\$356,140	Executive Dir.	\$62,661	<b>\$77,672</b>	2023
<a href="#">Long Island Business Development Council Inc</a>	NY	\$357,225	Executive Board	\$11,800	<b>\$11,910</b>	2024
<a href="#">Dream Innovations Incorporated</a>	MS	\$358,479	Finance Manager	\$45,000	<b>\$55,979</b>	2024
<a href="#">Pioneering With Passion Ministries (Ppm)</a>	CT	\$315,223	Director	\$11,000	<b>\$11,520</b>	2024
<a href="#">Far Away Friends Inc</a>	CO	\$314,306	Co-founder & Board Chair	\$40,385	<b>\$43,253</b>	2024
<a href="#">Siuslaw Vision</a>	OR	\$313,525	Secretary	\$8,575	<b>\$8,894</b>	2024
<a href="#">Armi Housing Corporation</a>	NY	\$363,810	Executive Vp & Ceo	\$114,621	<b>\$119,104</b>	2023
<a href="#">Rethink Coalition Inc</a>	IN	\$303,862	Ceo And President	\$70,000	<b>\$82,451</b>	2024
<a href="#">Laramie Main Street Alliance</a>	WY	\$371,188	Executive Di	\$51,637	<b>\$61,760</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">California Center For Economic Initiatives</a>	CA	\$300,000	President And Executive Director	\$30,255	<b>\$29,180</b>	2024
<a href="#">Love In Motion Foundation Inc</a>	PR	\$298,969	Executive Director	\$35,139	<b>\$35,139</b>	2024
<a href="#">Central Midlands Justice Ministry</a>	SC	\$298,950	Executive Dir.	\$70,833	<b>\$82,537</b>	2024
<a href="#">Virginia Highland District Association Inc</a>	GA	\$297,162	Executive Director	\$58,334	<b>\$67,448</b>	2023
<a href="#">The Bodgery Inc</a>	WI	\$377,838	Director At Large	\$1,443	<b>\$1,733</b>	2023
<a href="#">Good Grief Network</a>	MI	\$293,628	Executive Director/treasurer	\$49,047	<b>\$58,215</b>	2023
<a href="#">Total Life Community Educ Foundation</a>	AR	\$292,881	President/ceo	\$79,689	<b>\$100,049</b>	2024
<a href="#">Community Council</a>	WA	\$384,254	Executive Di	\$110,978	<b>\$114,256</b>	2023
<a href="#">Rf Impact Advisers Inc</a>	PA	\$289,452	Director	\$78,378	<b>\$87,301</b>	2024
<a href="#">Globe Aware</a>	TX	\$384,710	Chairman/director	\$65,200	<b>\$72,847</b>	2024
<a href="#">Amherst Community Connections</a>	MA	\$385,047	Founder/exec. Dir., Ex-officio	\$111,534	<b>\$111,946</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **60** organizations. Compensation range \$1,420–\$288,541; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$336,953); for reference, expenses \$0 and assets \$4,059,320.  
**Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Jol B Tan, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 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	10 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	10 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	90 <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 (Jol B Tan) 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 60 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,016 is reasonable (approximately the 10<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.