

# Shape Nw Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Paulina Thibodeaux, Executive Director / CEO** (\$32,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38<sup>th</sup>** percentile of comparable organizations within the typical range

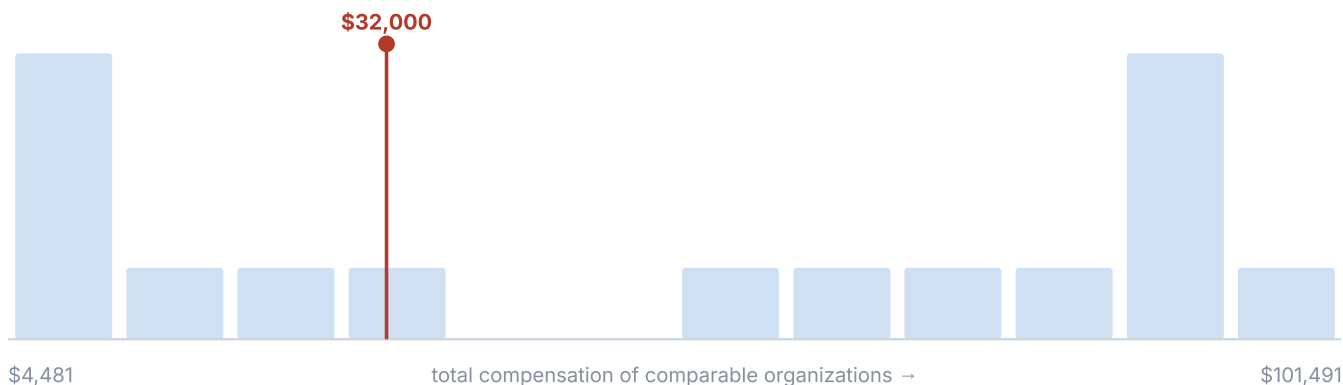
**Benchmarked executive:** Paulina Thibodeaux — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$217,334 and \$486,570 — 0.67x to 1.50x the subject's \$324,380 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + WA + budget 0.67–1.5x revenue.

**16** organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,930	\$15,396	\$61,325	\$85,826	\$89,840	\$32,000
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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
<a href="#">Clergy Community Children Youth Coalition</a>	WA	\$332,750	Executive Director	\$105,652	<b>\$101,491</b>	2023
<a href="#">The Prodigy Project</a>	WA	\$295,991	President	\$18,000	<b>\$16,795</b>	2024
<a href="#">Minds Matter Of Seattle Inc</a>	WA	\$289,212	Executive Dir.	\$94,765	<b>\$88,421</b>	2024
<a href="#">Seattle Cares Circle Of The National Cares Mentoring Movement</a>	WA	\$286,955	Executive Director	\$88,833	<b>\$85,334</b>	2023
<a href="#">Washington Student Cycling League</a>	WA	\$286,348	Executive Director	\$95,000	<b>\$91,259</b>	2023
<a href="#">Odyssey World Internationaleducation Services</a>	WA	\$369,402	President	\$11,753	<b>\$10,966</b>	2024
<a href="#">Columbia Future Forge</a>	WA	\$372,115	Director Secretary	\$4,665	<b>\$4,481</b>	2023
<a href="#">Rainier Volleyball Club</a>	WA	\$377,757	Director	\$12,000	<b>\$11,197</b>	2024
<a href="#">Girls On The Run Of Westsound</a>	WA	\$391,554	Executive Director	\$75,100	<b>\$70,073</b>	2024
<a href="#">90 Plus Project</a>	WA	\$392,534	Executive Dir.	\$35,742	<b>\$33,349</b>	2024
<a href="#">Clark County Latino Youth Conference</a>	WA	\$397,545	Executive Director	\$23,019	<b>\$21,478</b>	2024
<a href="#">Z Girls Foundation</a>	WA	\$409,026	Executive Director	\$90,881	<b>\$87,302</b>	2023
<a href="#">Community Builders</a>	WA	\$238,580	Treasurer	\$5,094	<b>\$4,893</b>	2023
<a href="#">Casino Road Ministries</a>	WA	\$227,550	Executive Director	\$66,036	<b>\$63,435</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Teens In Public Service</a>	WA	\$437,109	Interim Exec. Dir.	\$63,462	<b>\$59,214</b>	2024
<a href="#">Camp Beausite Northwest</a>	WA	\$482,722	Executive Dir.	\$86,844	<b>\$81,030</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 2022 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	16 organizations. Compensation range \$4,481–\$101,491; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$324,380); for reference, expenses \$252,513 and assets \$0.
ROLE MATCH	Paulina Thibodeaux, reported title <i>"President"</i> , 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	38 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	38 <sup>th</sup>
All sources (D + E + F), adjusted	38 <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

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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 (Paulina Thibodeaux) 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 16 similarly situated organizations (Same NTEE sector (O50) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,000 is reasonable (approximately the 38<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.