

Washington Research Council

Executive Director / CEO

EIN 910459840
 WA · NTEE W00F
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Strege Neil, Executive Director / CEO** (\$24,413) against **every comparable organization** that fit the selection criteria — **367** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Strege Neil — reported title “VICE CHAIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W00F).
BUDGET	Total revenue between \$184,488 and \$413,034 — 0.67x to 1.50x the subject's \$275,356 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

367 organizations qualified on sector, size, and geography → **367** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,431	\$24,881	\$58,620	\$95,511	\$127,693	\$24,413
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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
Gtc Group	VA	\$275,794	Secretary	\$15,000	\$15,308	2025
Ventura County Regional Defense Partnership	CA	\$274,910	Co-chair Public Member	\$50,400	\$45,998	2025
Natura International Inc	DC	\$274,650	President	\$9,824	\$9,353	2024
Musaadah Charity	CA	\$274,390	President	\$50,000	\$48,224	2023
Wisconsin County Forests Association Inc	WI	\$273,826	Executive Director	\$99,918	\$113,209	2024
American Immigration Control Foundation	VA	\$276,933	President	\$5,250	\$5,499	2024
Paulding County Economic	OH	\$273,461	Director	\$88,400	\$101,578	2024
Uncommon Grit Foundation Inc	VA	\$271,355	President	\$92,700	\$97,104	2024
San Luis Obispo County Bicycle	CA	\$280,309	Executive Di	\$68,350	\$65,922	2023
New Hampshire Veterans Association	NH	\$280,385	President	\$1,950	\$1,953	2024
Wind River Community Alliance	WY	\$269,874	Director	\$89,960	\$104,508	2024
The Michiana Leadership Center Inc	IN	\$281,067	Executive Director	\$75,542	\$88,979	2023
Veterans Of Foreign Wars Of The United	PA	\$281,123	Treasurer/secretary	\$54,074	\$58,503	2024
Paralyzed Veterans Of America North Cent	SD	\$268,925	Executive Director - Left 08/2024	\$86,077	\$103,062	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pro Bono Advisory Council	MO	\$268,565	Executive Director	\$37,097	\$42,627	2024
Veterans Of Foreign Wars Post 8794	OH	\$282,624	Chaplain	\$48,288	\$54,056	2025
Board Development Systems Inc	TX	\$267,973	President/ce	\$87,729	\$95,206	2024
Fix The Court	NY	\$282,896	Executive Director	\$175,441	\$167,558	2025
Bourn Free Foundation	NV	\$267,799	Cfo Treasure	\$9,000	\$9,787	2024
Central Oregon Guardianship Assistance	OR	\$267,754	Executive Dir.	\$19,750	\$19,385	2025
Financial Therapy Association	KS	\$267,466	Executive Director	\$60,000	\$70,323	2024
Society Of The First Infantry Div	KS	\$267,072	Executive Director	\$13,575	\$15,911	2024
Out Of The Ashes 5k Inc	NC	\$283,862	Executive Dir.	\$62,000	\$67,709	2025
Mindful Living Revolution	CA	\$266,848	President	\$133,693	\$125,244	2024
Alltrust Payee Corporation Inc	FL	\$266,537	President	\$25,490	\$25,979	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 2023 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 **367** organizations. Compensation range \$147–\$653,702; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$275,356); for reference, expenses \$255,287 and assets \$362,256.
ROLE MATCH	Strege Neil, reported title "VICE CHAIR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	24 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	22 nd

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 (Strege Neil) 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 367 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,413 is reasonable (approximately the 24th 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.