

Pilagamish Community Club

Executive Director / CEO

EIN 911102483

WA · NTEE N50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Randall Stowell, Executive Director / CEO** (\$23,764) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

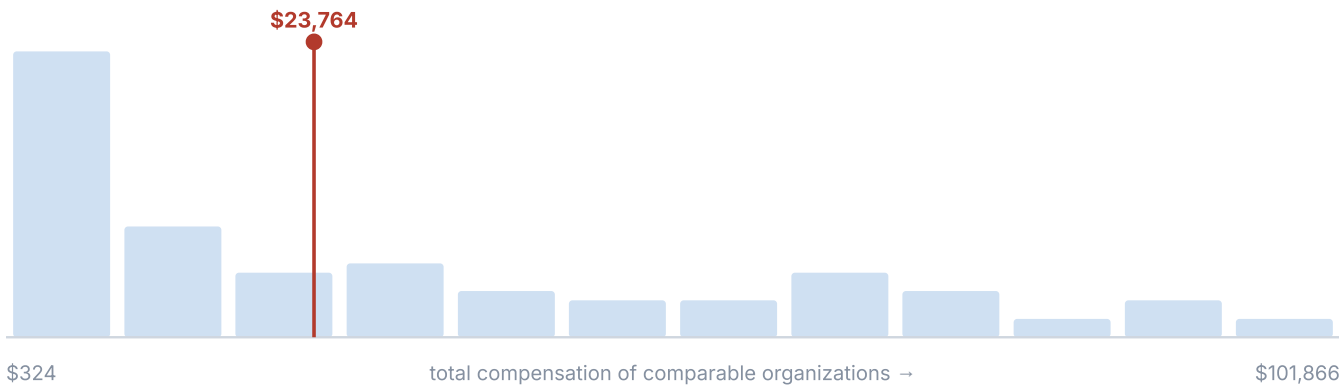
Benchmarked executive: Randall Stowell — reported title “RANGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N50).
BUDGET	Total revenue between \$213,120 and \$477,135 — 0.67x to 1.50x the subject's \$318,090 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N50), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography → **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,893	\$5,934	\$21,600	\$52,072	\$72,169	\$23,764
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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
Monroe County Public School Athletic	NY	\$315,818	President	\$23,690	\$22,625	2025
Goodwill Beneficial Association	PA	\$321,975	Financial Secretary/direct	\$2,951	\$3,287	2023
Play Area Association Inc	NY	\$322,322	Pal Teacher	\$73,281	\$69,988	2025
Gary Sportsmen Club	IN	\$312,840	President	\$500	\$572	2024
Newberry Independent Club	PA	\$311,297	President	\$10,800	\$12,030	2023
Peace Islands Institute Inc	NJ	\$326,609	Executive Di	\$85,821	\$85,585	2023
Upper Saucon Social Quarters	PA	\$307,910	Bar Manager	\$22,985	\$25,602	2023
Soul Purpose Of New York Inc	NY	\$307,312	Treasurer/director	\$5,000	\$5,046	2023
Wonder Girls Usa Inc	NJ	\$304,677	Ceo	\$48,500	\$46,979	2024
Home Association Ephraim Slaus	PA	\$332,199	President	\$10,484	\$11,678	2023
Dc Mamba	DC	\$302,800	President And Ceo	\$31,652	\$31,024	2023
Roswell Wine Festival Inc	GA	\$301,854	President	\$78,495	\$85,626	2024
Sportsman Association Of Perry Co	MO	\$301,208	President	\$20,463	\$24,208	2023
Indianapolis Bridge Center Inc	IN	\$300,902	Manager	\$26,205	\$30,866	2023
Pine Tree Coutry Club	TN	\$335,998	Grounds Manager	\$39,780	\$46,704	2023
Motorcycle Roadracing Association Inc	CO	\$336,507	President	\$6,265	\$6,710	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Women Of Colors	MI	\$339,290	President	\$67,226	\$77,503	2023
Harmonie Singing Society	PA	\$296,714	Treasurer	\$8,710	\$9,423	2024
Scottish Hills Recreational Club	NC	\$296,251	President	\$580	\$669	2023
Bristol Polish American Citizens	CT	\$340,759	Treasurer	\$22,880	\$23,274	2024
Alexandria Clay Company	VA	\$294,225	President	\$32,500	\$35,050	2023
North Jersey Gun Club Inc	NJ	\$294,062	Zultanky	\$21,640	\$20,961	2024
Abilene Clay Sports	TX	\$342,223	Club Manager	\$36,601	\$39,721	2024
Warwick Club	NH	\$293,620	President	\$750	\$732	2025
Askeo International	WA	\$292,132	—	\$14,001	\$13,599	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 91 organizations. Compensation range \$324–\$101,866; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$318,090); for reference, expenses \$331,821 and assets \$369,399.

ROLE MATCH Randall Stowell, reported title *"RANGER"*, 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	53 rd
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	53 rd

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 (Randall Stowell) 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 91 similarly situated organizations (Same NTEE sector (N50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,764 is reasonable (approximately the 53rd 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.