

Washington Association Of Educators For Talented And Gifted

Executive Director / CEO

EIN 911259402

WA · NTEE B99

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Amy Phillips, Executive Director / CEO** (\$47,386) against **every comparable organization** that fit the selection criteria — **325** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

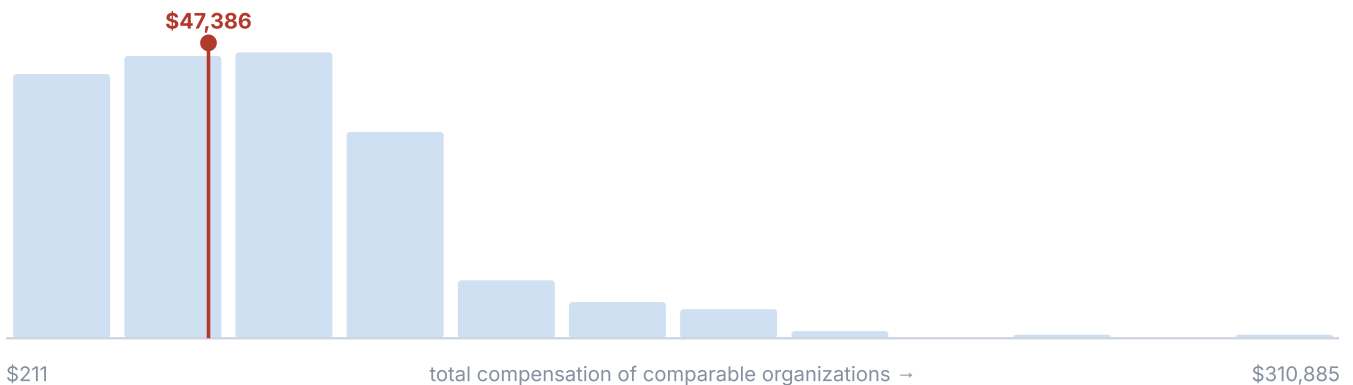
Benchmarked executive: Amy Phillips — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$150,948 and \$337,944 — 0.67x to 1.50x the subject's \$225,296 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

325 organizations qualified on sector, size, and geography → **325** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,190 10TH	\$31,826 25TH	\$54,658 MEDIAN	\$83,060 75TH	\$112,155 90TH	\$47,386 THIS ORG · 40TH
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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
Urban Bike Project Of Wilmington Inc	DE	\$225,415	Executive Director	\$45,000	\$50,668	2023
The Mehta Foundation Inc	VA	\$225,050	President	\$280,000	\$310,885	2023
Corner Post Media	UT	\$225,664	Executive Director	\$27,840	\$31,826	2024
Grand Haven Schools Foundation	MI	\$224,879	Executive Dir.	\$56,774	\$63,766	2025
The Gp Foundation For	MI	\$224,525	President	\$30,000	\$34,586	2024
City Youth Matrix	MD	\$226,278	Executive Director	\$18,000	\$18,796	2024
Pittsburgh Fellows	PA	\$224,270	Executive Director	\$75,000	\$83,538	2024
Noshami Institute	NH	\$226,447	Executive Director	\$60,020	\$63,730	2023
By Kids Inc	NY	\$224,087	Board Member And Executive Director	\$86,400	\$87,203	2024
Hip Hop Congress Inc	CA	\$226,661	Executive Director	\$2,500	\$2,483	2023
Theo Inc	ND	\$226,676	Executive Director	\$54,718	\$67,070	2024
National Shoe Travelers Association	OR	\$223,771	Executive Director	\$71,262	\$72,011	2025
Philosophy Learning And Teaching Org	WA	\$223,267	Executive Dir.	\$57,500	\$59,198	2023
Dui Victims Center Of Kansas Inc	KS	\$223,232	Executive Director (Former)	\$43,190	\$52,116	2024
Regina Inc	SC	\$227,382	Executive Di	\$45,000	\$52,436	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Aamva Region Iii Inc	VA	\$223,129	Director, Regions Iii & Iv	\$15,356	\$17,050	2023
Jandernoa Entrepreneurial Mentoring	MI	\$227,525	Executive Di	\$132,515	\$157,284	2023
Christian Learning Center Inc	MS	\$227,592	Executive Director	\$8,000	\$10,245	2023
Everybody Wins Atlanta Inc	GA	\$227,915	Executive Director	\$68,245	\$78,907	2023
Media Network Of Waterford Covert Center	MI	\$222,333	Executive Director	\$52,894	\$62,780	2023
Linking Community Now Inc	FL	\$221,985	Executive Director	\$56,834	\$59,635	2024
Michigan Leagues Of Academic Games	MI	\$228,852	Executive Director	\$3,000	\$3,561	2023
Lifewerks Inc	PA	\$229,096	President	\$3,000	\$3,342	2024
Franklin-simpson Educational	KY	\$221,006	Chairman	\$6,600	\$7,920	2024
The Partnership For Excellence	OH	\$229,942	President &	\$152,192	\$185,362	2023

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 325 organizations. Compensation range \$211–\$310,885; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$225,296); for reference, expenses \$216,507 and assets \$114,377.

ROLE MATCH	Amy Phillips, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	40 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	36 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 (Amy Phillips) 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 325 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,386 is reasonable (approximately the 40th 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.