

American Leadership Forum Tacoma

Executive Director / CEO

EIN 911442921

WA · NTEE W70

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Nancy Sutton, Executive Director / CEO** (\$24,700) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

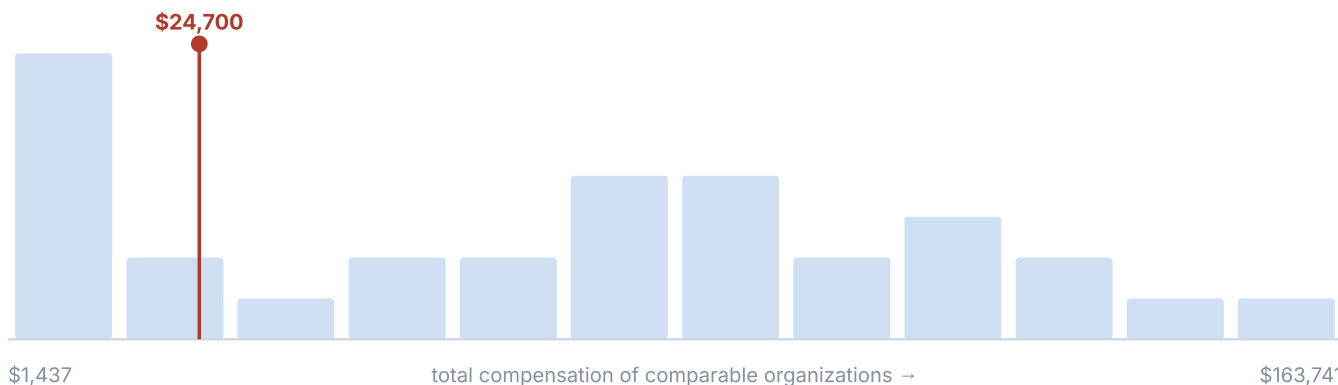
Benchmarked executive: Nancy Sutton — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W70).
BUDGET	Total revenue between \$132,874 and \$297,480 — 0.67x to 1.50x the subject's \$198,320 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W70), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,275	\$19,482	\$75,305	\$98,824	\$124,541	\$24,700
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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
Technical College Directors Association	GA	\$204,001	Executive Dir.	\$120,000	\$138,333	2024
Bold Leadership Network	SC	\$206,208	Secretary	\$18,540	\$22,830	2023
Shannon Leadership Institute	MN	\$208,093	Executive Director (Through July 2024)	\$12,500	\$14,161	2024
Community Leadership Development Program	NY	\$185,289	President & Ceo	\$76,758	\$81,870	2023
Catawba Valley Leadership Foundation Inc	NC	\$212,187	Foundation Director	\$42,375	\$50,198	2024
Heartland Center For Leadership	NE	\$183,296	President	\$75,275	\$90,430	2025
Georgia Athletic Directors Association	GA	\$214,748	Executive Director	\$6,000	\$6,917	2024
Mclaran Leadership Foundation	OR	\$217,633	Executive Director	\$15,154	\$16,134	2024
Move For America	MN	\$220,083	Executive Director	\$7,500	\$8,748	2023
Leadership Lorain County Inc	OH	\$224,812	President & Ceo	\$75,800	\$92,045	2024
Hope Anchor & Crew Inc	IN	\$226,571	President	\$38,077	\$47,396	2023
Rise Up Woman International	IN	\$226,790	President	\$10,500	\$13,070	2023
Lideramos	CO	\$227,132	Executive Dir.	\$102,451	\$112,629	2024
Leading For Change Inc	AZ	\$231,487	President & Ceo	\$109,740	\$121,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater Missouri Leadership	MO	\$235,713	Executive Di	\$95,000	\$118,767	2023
Deep Democracy Institute	OR	\$158,227	President	\$68,700	\$75,305	2023
The Serving Way	PA	\$240,190	President	\$10,667	\$12,556	2023
Purposequest International Inc	PA	\$242,579	President/chairman	\$10,428	\$12,275	2023
Leadership Training International	VA	\$247,977	President/ce	\$81,292	\$89,989	2024
Nebraska Human Resources Research	NE	\$148,321	Executive Director	\$22,824	\$28,976	2023
Women Of Color Roar Media	CA	\$249,608	President	\$65,000	\$64,350	2024
Leadership Ashtabula County Inc	OH	\$252,148	Executive Director	\$63,059	\$78,834	2023
Black Leadership & Legacies Inc	IN	\$256,064	President	\$61,500	\$74,356	2024
The Jackson Institute Inc	GA	\$256,657	Chairman	\$142,041	\$163,741	2024
Ventura County Leadership Academy	CA	\$258,726	Executive Director	\$136,277	\$131,436	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2025 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	31 organizations. Compensation range \$1,437–\$163,741; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$198,320); for reference, expenses \$344,101 and assets \$112,559. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Nancy Sutton, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	29 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	26 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 (Nancy Sutton) 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 31 similarly situated organizations (Same NTEE sector (W70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,700 is reasonable (approximately the 29th 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.