

Washington Mens Gymnastics Foundation

Executive Director / CEO

EIN 911645477

WA · NTEE B42

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mark Russo, Executive Director / CEO** (\$12,000) against the **2000** closest of **2,616** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Mark Russo — 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 (B42).
BUDGET	Total revenue between \$170,885 and \$382,579 — 0.67x to 1.50x the subject's \$255,053 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

2,616 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$9,520	\$26,207	\$50,716	\$77,138	\$107,862	\$12,000
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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
The Eagan Foundation Incorporated	MN	\$254,993	Executive Di	\$45,124	\$52,629	2023
Informed California Foundation	CA	\$254,981	President	\$900	\$891	2024
Missouri Community Health Foundation	MO	\$254,821	Ceo	\$82,247	\$102,823	2023
River Canyon School Inc	CO	\$255,347	Director	\$47,302	\$53,537	2023
Educational Freedom Institute	AZ	\$255,357	Senior Fellow	\$80,000	\$88,209	2024
San Diego Writers Ink	CA	\$254,748	Executive Director	\$85,208	\$82,181	2025
Raymore-peculiar Public School	MO	\$254,610	Executive Di	\$55,000	\$65,065	2025
Oakland Homeschool Music Inc	MI	\$254,609	President / Ceo	\$14,788	\$18,017	2023
Kaleidoscope Child Foundation	GA	\$255,502	Exec Director	\$40,000	\$47,473	2023
Longleaf Academy Inc	NC	\$255,509	Executive Director	\$72,549	\$85,944	2024
National Council On School Facilities	DC	\$255,554	Former Executive Director	\$23,505	\$23,648	2024
Education Justice Coalition Of Vt	VT	\$254,459	Director	\$46,202	\$54,890	2023
St Louis Voices Academy Of Media Arts	MO	\$255,669	Executive Director	\$65,550	\$81,949	2023
Georgia Association Of Realtors	GA	\$255,748	Ceo/ga Assoc. Of Realtors	\$21,554	\$24,206	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hispanic Educational Technology Services Inc	PR	\$255,749	Executive Director	\$73,034	\$77,181	2023
Purple Moose Enrichment Preschool Inc	IL	\$254,290	President	\$97,485	\$109,878	2024
Global Recovery Initiatives Foundation	MD	\$254,208	Director	\$120,000	\$128,623	2024
Nashville Coaching Coalition	TN	\$254,196	Executive Director	\$100,401	\$124,568	2023
College Of Idaho 2nd Century Fund	ID	\$254,153	Vp Finance & Administration	\$14,291	\$17,429	2024
Womenpalante	DC	\$255,963	Founder And Ceo	\$50,980	\$49,968	2025
Keys Learning Center Inc	FL	\$254,113	Executive Director	\$70,000	\$77,619	2023
Charter Schools Action Fund	DC	\$254,081	Ceo Of Napcs - Until 12/23	\$30,188	\$30,372	2024
Great And Small Inc	CA	\$254,066	Director	\$17,500	\$17,837	2023
Ideals Foundation Inc	GA	\$256,117	Ceo/bd Member	\$115,000	\$132,569	2024
Cptkd Academy Inc	NY	\$256,141	Office Manager	\$149,946	\$155,343	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 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 2000 organizations. Compensation range \$1–\$611,858; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$255,053); for reference, expenses \$250,226 and assets \$750,146.

ROLE MATCH	Mark Russo, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	215 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	59 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	12 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	10 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 (Mark Russo) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 12th 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.