

Washington Aviation Association

Executive Director / CEO

EIN 911703384

WA · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jamelle Garcia, Executive Director / CEO** (\$37,500) against **every comparable organization** that fit the selection criteria — **436** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

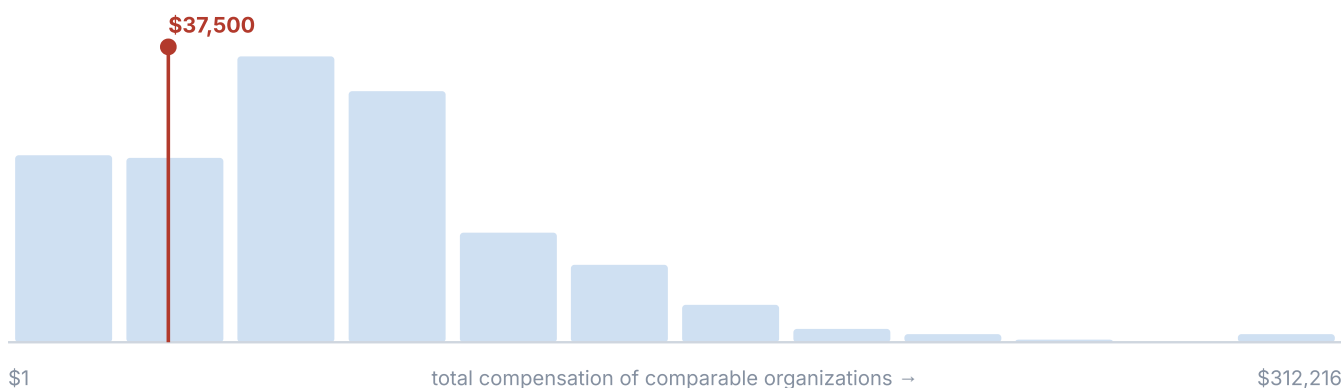
Benchmarked executive: Jamelle Garcia — reported title “PRES & TREAS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$144,488 and \$323,481 — 0.67x to 1.50x the subject's \$215,654 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

436 organizations qualified on sector, size, and geography → **436** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,675	\$42,586	\$71,034	\$99,087	\$137,426	\$37,500
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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
Central Baldwin Chamber Of Commerce	AL	\$215,769	Executive Director	\$1	\$1	2024
Prisme Forum	OH	\$215,496	Secretary/tr	\$10,000	\$11,525	2025
Agribusiness Henderson County Inc	NC	\$215,370	President/ce	\$66,882	\$77,188	2024
Adult Non-alcoholic Beverage Assoc Inc	DE	\$215,948	Secretary	\$144,375	\$162,560	2023
Springfield Tech Council	MO	\$215,244	Executive Director	\$61,674	\$75,116	2023
Massachusetts Secondary School	MA	\$215,034	Director	\$7,000	\$6,845	2025
National Association Of Certified	TX	\$216,295	Executive Dir.	\$100,000	\$111,728	2024
Culver City Arts District	CA	\$216,320	Executive Dir.	\$12,368	\$12,281	2023
Moorhead Business Association Inc	MN	\$214,949	Executive Director	\$74,380	\$84,515	2023
Platte Chamber Of Commerce Inc	SD	\$214,573	Executive Director	\$53,169	\$65,541	2024
Procedure Professionals Association Inc	FL	\$217,027	Owner	\$1,800	\$1,889	2024
Germantown Area Chamber Of Commerce	WI	\$217,363	Executive Direc	\$46,050	\$53,717	2024
Birch Bay Chamber Of Commerce	WA	\$213,931	Executive Director	\$43,290	\$44,569	2023
Austin Chamber Of Commerce	IL	\$217,403	Executive Dir.	\$27,650	\$35,146	2021

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oregon Cheese Guild	OR	\$217,494	Executive Director	\$84,000	\$87,129	2024
Storm Lake United	IA	\$213,673	Executive Di	\$33,350	\$40,786	2024
Sonoma Alliance For Vineyards And	CA	\$212,922	Executive Dir.	\$86,996	\$86,384	2023
Colerain Chamber Of Commerce Inc	OH	\$218,999	President	\$74,500	\$90,738	2023
Missouri Ambulance Association	MO	\$219,053	Executive Director	\$16,500	\$19,520	2024
Elkhart Lake Chamber Of Commerce	WI	\$212,172	Exec Direct	\$54,594	\$63,683	2024
Owners' Counsel Of America Inc	ID	\$219,558	Executive Di	\$67,500	\$80,202	2024
Shelby County Economic Development Board Inc	MO	\$219,838	Employee	\$129,386	\$157,586	2023
Michigan Association Of Airport	MI	\$211,414	Executive Di	\$40,500	\$46,691	2024
Downtown Moorhead Inc	MN	\$219,938	President/ceo	\$170,346	\$188,004	2024
Ark Residential Assisted Living Asn	AR	\$220,069	Executive Director	\$132,600	\$171,396	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 **436** organizations. Compensation range \$1–\$312,216; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$215,654); for reference, expenses \$214,980 and assets \$531,241.
ROLE MATCH	Jamelle Garcia, reported title "PRES & TREAS", 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	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	22 nd
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	20 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 (Jamelle Garcia) 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 436 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,500 is reasonable (approximately the 22nd 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.