

Central Washington University Alumni

Executive Director / CEO

EIN 911980504

WA · NTEE B114

FY ending 2024-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Casey Ross, Executive Director / CEO** (\$31,835) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

Benchmarked executive: Casey Ross — 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 (B114).

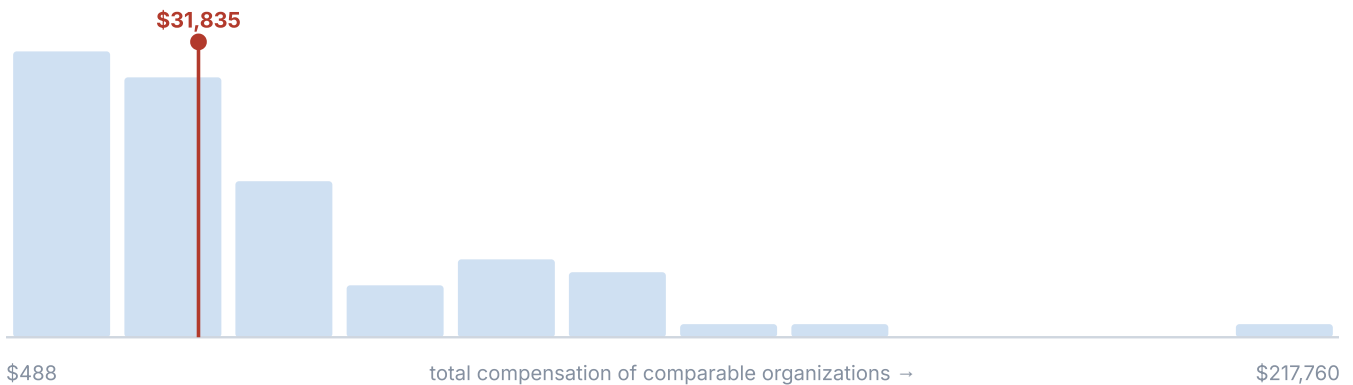
BUDGET Total revenue between \$84,911 and \$190,099 — 0.67x to 1.50x the subject's \$126,733 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography

→ **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,458	\$16,414	\$31,336	\$54,489	\$93,668	\$31,835
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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
Ah Capital Campaign Inc	GA	\$126,583	President & Ceo	\$42,717	\$47,974	2024
Our House Community Investment	AR	\$126,049	Vice Chairman	\$11,199	\$14,060	2024
Pots Building For The Future	NY	\$127,704	President	\$18,860	\$19,035	2024
Washburn University Charitable Gift Fund	KS	\$127,901	President	\$49,918	\$58,681	2025
Global Campaign For Education-us	DC	\$129,276	Executive Director	\$114,917	\$112,635	2024
C F Kellogg Est M M Kellogg Unitrust	NY	\$123,733	Trustee	\$18,277	\$18,447	2024
Caribbean Consolidated Schools	PR	\$130,562	Head Of Scho	\$38,000	\$39,122	2023
1910 Properties	WA	\$130,590	President	\$29,159	\$29,159	2024
The Montgomery Academy Foundation	AL	\$131,040	Head Of School	\$19,179	\$23,826	2023
Friends And Foundation	CA	\$122,000	Executive Dir.	\$50,764	\$50,406	2023
Patricia V Damon Scholarship Fund For The	WI	\$131,539	Trustee	\$5,000	\$6,005	2023
Shattuck - St Mary's School	MN	\$131,619	Cfo	\$14,480	\$16,453	2023
Butler Foundation	IN	\$121,511	President	\$64,768	\$76,289	2024
Extravagant Love Project	PA	\$135,234	Executive Di	\$43,395	\$48,335	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Liberty University Foundation	VA	\$118,139	Director/president	\$17,026	\$18,904	2023
Ridgeway Community Association	MN	\$135,697	Secretary/clerk	\$442	\$488	2024
Lps Education Foundation Inc	MI	\$136,977	Executive Director(non-vote)	\$42,850	\$48,126	2025
Montreat College Foundation	NC	\$137,178	Ceo	\$58,089	\$69,020	2023
White Plains Library Foundation Inc	NY	\$138,562	Part Time Executive Direct	\$72,000	\$74,816	2023
West Coast Thunder	CA	\$140,749	Executive Dir.	\$31,268	\$30,157	2024
Bear Valley Usd Education Foundation	CA	\$141,267	President	\$1,910	\$1,795	2025
Ncssm Student & Constituent Support	NC	\$111,609	Executive Director	\$56,657	\$65,387	2024
Patterson Park Public Charter	MD	\$111,386	Executive Director	\$7,600	\$8,170	2023
Simi Valley Education Foundation	CA	\$111,186	Executive Direc	\$33,075	\$31,900	2024
Friends Of Soldiers Memorial Library	ME	\$142,337	Library Director	\$14,153	\$16,297	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	72 organizations. Compensation range \$488–\$217,760; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$126,733); for reference, expenses \$121,891 and assets \$863,901.
ROLE MATCH	Casey Ross, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	50 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	49 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 (Casey Ross) 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 13, 2026, comparing compensation against 72 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,835 is reasonable (approximately the 50th 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 13, 2026.