

Eastern Washington Interscholastic

Executive Director / CEO

EIN 921305105

WA · NTEE B25

FY ending 2025-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Edwards, Executive Director / CEO** (\$43,500) against **every comparable organization** that fit the selection criteria — **1064** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Michael Edwards — reported title "DISTRICT DIR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B25).

BUDGET Total revenue between \$97,820 and \$219,001 — 0.67x to 1.50x the subject's \$146,001 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

1,064 organizations qualified on sector, size, and geography → **1,064** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1

total compensation of comparable organizations →

\$505,914

\$7,518

\$20,640

\$41,993

\$68,996

\$99,145

\$43,500



■ 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
Sewanee Church Music Conference	AL	\$146,071	Conference Director	\$3,000	\$3,825	2023
Khatib Bridge And Education Of Palm City Inc	FL	\$145,880	Manager	\$10,000	\$11,089	2023
Devoted Parents Association Inc	NY	\$146,278	Chairman/exec D	\$30,495	\$31,593	2024
The Grandville Education Foundation	MI	\$145,647	Exec Directo	\$15,250	\$17,581	2025
Friends Of Barack Obama Male Leadership Academy	TX	\$146,358	Key Employee	\$16,750	\$18,715	2025
National Guard Youth Foundation	DC	\$146,358	President	\$10,000	\$9,801	2025
Effective Management Association Corp	IL	\$146,424	Past Board Member	\$59,255	\$68,761	2023
Friends Of Vada At Santa Barbara High School	CA	\$145,475	Director/chairman	\$10,000	\$9,645	2025
Monterey County Office Of Education	CA	\$146,573	Cfo	\$60,897	\$62,069	2023
Pennsylvania Pharmacists	PA	\$145,417	Secretary/tr	\$12,566	\$14,791	2023
Pacific Rim Education Foundation Inc	HI	\$146,806	Director And Secretary	\$39,463	\$40,507	2024
Beavercreek Freedom Academy	OH	\$144,948	Board Member	\$15,786	\$19,169	2024
The Blink Foundation Inc	FL	\$147,192	President	\$63,000	\$69,858	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Weinreb-berenda-carter Foundation Inc	NY	\$144,674	Secy-treas./director	\$23,000	\$23,828	2024
Developing Radio Partners Inc	DC	\$147,429	President & Ceo	\$70,000	\$72,505	2023
Scholar Career Coaching Inc	FL	\$144,351	Executive Director	\$46,720	\$51,806	2023
The Foundation For Deaf Education Inc	NY	\$144,315	Ex-officio	\$57,290	\$61,106	2023
Lincoln County Rotary Student	NC	\$147,759	Director	\$36,846	\$43,649	2024
Cascia Hall Foundation	OK	\$147,933	Assistant Treasurer	\$14,275	\$18,553	2023
The Dental Health Theatre Inc	MO	\$148,037	Co-executive Director	\$42,750	\$53,445	2023
Bridgewater Alumni Association	MA	\$143,945	Executive Director, Alumni And Development	\$45,917	\$48,703	2023
The Machon Inc	MD	\$148,077	Director	\$22,566	\$24,188	2024
Xilin North Shore Chinese School	IL	\$148,087	Principal	\$10,046	\$11,323	2024
Hardrock Hundred Endurance Run	CO	\$143,862	Event Director, Ex Officio	\$3,000	\$3,298	2024
Blackcomputeherorg	MD	\$148,199	President & Treasurer	\$10,500	\$11,587	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 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	1064 organizations. Compensation range \$1–\$505,914; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$146,001); for reference, expenses \$125,220 and assets \$30,978.
ROLE MATCH	Michael Edwards, reported title " <i>DISTRICT DIR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	196 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	40 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	51 st
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	41 st

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 (Michael Edwards) 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 1064 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$43,500 is reasonable (approximately the 51st 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.