

# Seattle-king County Dental

Executive Director / CEO

EIN 943170367

WA · NTEE E99Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Angela Bond, Executive Director / CEO** (\$2,405) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Angela Bond — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (E99Z).

**BUDGET** Total revenue between \$20,495 and \$45,886 — 0.67x to 1.50x the subject's \$30,591 (the band tightens as size grows).

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

**65** organizations qualified on sector, size, and geography

→ **65** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$42

total compensation of comparable organizations →

\$417,820

\$4,650

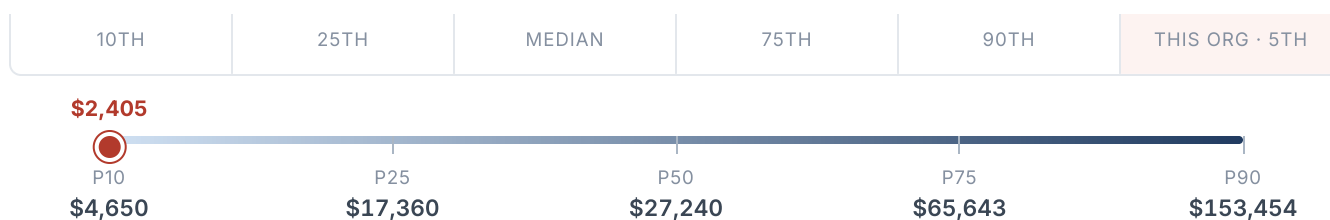
\$17,360

\$27,240

\$65,643

\$153,454

\$2,405



## ■ 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
<a href="#">Building Health Inc</a>	KS	\$30,317	Chief Executive Officer	\$22,198	<b>\$26,786</b>	2024
<a href="#">Uab Medical West Contingent Liability</a>	AL	\$30,003	Ceo	\$100,604	<b>\$118,267</b>	2025
<a href="#">Outreach Therapy</a>	PA	\$30,000	Director	\$54,410	<b>\$60,604</b>	2024
<a href="#">Wesley At Home Inc</a>	NY	\$30,000	Ceo	\$17,200	<b>\$17,360</b>	2024
<a href="#">Us Blood Donors Org</a>	CA	\$29,830	President & Ceo	\$9,000	<b>\$8,680</b>	2024
<a href="#">Adipsy</a>	VA	\$29,291	Ceo & Founde	\$65,140	<b>\$70,250</b>	2024
<a href="#">Austria Sunnyside Foundation</a>	WA	\$29,190	Ceo	\$57,034	<b>\$58,719</b>	2023
<a href="#">Washington State Pharmacy Foundation</a>	WA	\$28,936	Executive Director	\$185,504	<b>\$185,504</b>	2024
<a href="#">Community Medical Center Foundation</a>	NE	\$32,304	Director	\$57,178	<b>\$68,690</b>	2024
<a href="#">Ultimate Gift Of Life Foundation</a>	TX	\$28,572	Executive Di	\$22,420	<b>\$25,050</b>	2024
<a href="#">Pediatric Research Of Los Angeles</a>	CA	\$28,432	Secretary	\$3,500	<b>\$3,376</b>	2024
<a href="#">Hshs Wisconsin Medical Group Inc</a>	IL	\$32,821	Ceo Med Group (Until 8/1/22)	\$21,051	<b>\$23,799</b>	2023
<a href="#">Community Health Partners Inc</a>	NC	\$32,954	Executive Dir.	\$30,000	<b>\$34,623</b>	2024
<a href="#">Operation Walk Of Virginia Inc</a>	VA	\$27,823	Treasurer	\$12,000	<b>\$12,941</b>	2024
<a href="#">Makenna Foundation Inc</a>	KY	\$33,818	Executive Director	\$17,668	<b>\$21,828</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Piedmont Virginia Dental Health Foundation</a>	VA	\$34,007	Sec/treasurer	\$19,155	<b>\$20,658</b>	2024
<a href="#">Health And Wellness Foundation Inc</a>	IL	\$34,127	Director Of The Board	\$30,500	<b>\$32,628</b>	2025
<a href="#">Promedica Physicians At Home Inc</a>	OH	\$34,196	Ceo And President	\$5,857	<b>\$7,134</b>	2023
<a href="#">Flury Place Inc</a>	MD	\$34,836	President	\$20,272	<b>\$21,794</b>	2023
<a href="#">Health Quest Home Care Inc (Licensed)</a>	NY	\$35,599	Executive Director Of Hq Home Care	\$31,923	<b>\$32,220</b>	2024
<a href="#">Chilton Memorial Hospital Auxiliary</a>	NJ	\$35,937	Evp-chief Business & Strat	\$406,954	<b>\$417,820</b>	2023
<a href="#">The Ecumenical Center Foundation</a>	TX	\$36,000	Executive Director	\$23,322	<b>\$26,057</b>	2024
<a href="#">Kalispell Regional Medical</a>	MT	\$36,004	System Co-ceo	\$43,294	<b>\$52,126</b>	2024
<a href="#">Tosa Foundation</a>	TX	\$36,125	Director/president	\$20,842	<b>\$23,286</b>	2024
<a href="#">Center For Nursing And Rehabilitation</a>	NY	\$25,000	President/ceo	\$47,155	<b>\$48,999</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 65 organizations. Compensation range \$42–\$417,820; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$30,591); for reference, expenses \$32,007 and assets \$612,151.

<b>ROLE MATCH</b>	Angela Bond, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	8 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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	38 <sup>th</sup>

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 (Angela Bond) 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 65 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,405 is reasonable (approximately the 5<sup>th</sup> 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.