

King County Play Equity Coalition

Executive Director / CEO

EIN 990618002

WA · NTEE O01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tracy Myers, Executive Director / CEO** (\$55,388) against **every comparable organization** that fit the selection criteria — **940** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

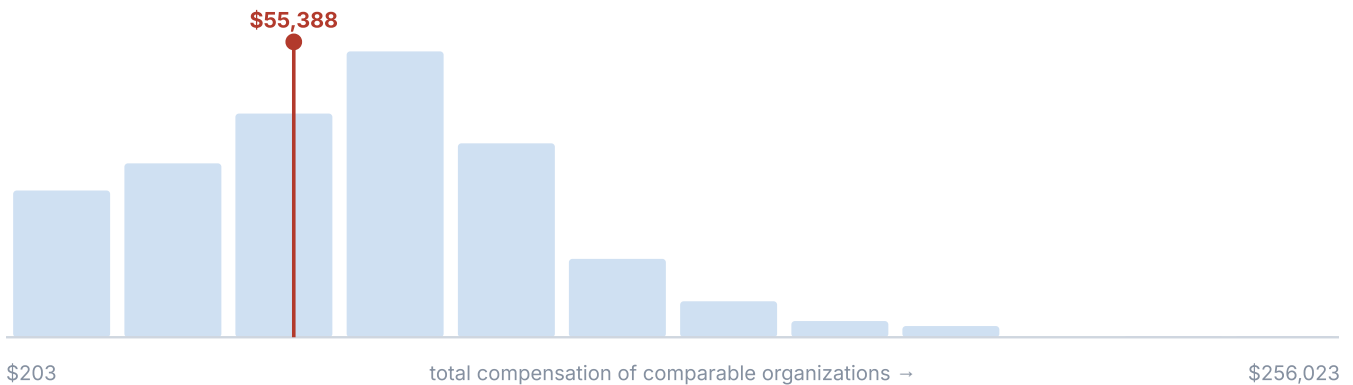
Benchmarked executive: Tracy Myers — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O01).
BUDGET	Total revenue between \$253,389 and \$567,289 — 0.67x to 1.50x the subject's \$378,193 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

940 organizations qualified on sector, size, and geography → **940** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,956	\$39,547	\$67,101	\$89,991	\$111,128	\$55,388
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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
Training Leaders Through	PA	\$378,216	Executive Di	\$4,000	\$4,455	2024
Youth Empowerment Agency	CO	\$378,219	Director	\$50,290	\$53,861	2024
Rainier Volleyball Club	WA	\$377,757	Director	\$12,000	\$12,000	2024
The Village Nation Inc	CA	\$378,833	Founder/ceo	\$23,990	\$23,138	2024
Seacoast Outright	NH	\$379,006	Executive Director End 10/16/2023	\$52,712	\$55,970	2023
Community Response	MO	\$379,281	Executive Director	\$48,588	\$59,178	2023
Art From Ashes Incorporated	CO	\$379,371	Exec Dir	\$67,157	\$74,050	2023
Christys Safe Haven	TX	\$379,467	President	\$85,200	\$95,193	2024
Yes We Care	MA	\$376,752	President & Ceo	\$12,770	\$12,817	2024
Kollab Youth	CA	\$379,747	Ceo	\$179,695	\$173,312	2024
The North Dakota High School Rodeo Association Inc	ND	\$379,751	National Director	\$2,265	\$2,776	2024
Idaho West Central Mountain Youth Advocacy Coalition	ID	\$376,629	Executive Director	\$44,131	\$51,084	2025
South Jersey Youth Alliance	NJ	\$379,895	Executive Director	\$65,287	\$67,030	2023
Localogy	NM	\$379,962	Executive Di	\$8,000	\$9,611	2024
Yellowstone Youth Football	MT	\$380,195	Executive Dir.	\$53,500	\$66,316	2023
Youth With A Mission - Atlanta Inc	GA	\$376,156	Director / Secretary - Treasurer	\$45,333	\$49,599	2025
Ryan Nece Foundation Inc	FL	\$375,988	Ceo	\$93,562	\$98,172	2024
Icanhelp	CA	\$375,849	Ceo	\$86,667	\$83,588	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fs-detroit Inc	MI	\$375,476	Executive Director	\$46,366	\$52,076	2025
Spark Kindness Inc	MA	\$375,432	Executive Dir.	\$75,891	\$76,172	2024
Solvay Geddes Community	NY	\$375,365	Executive Di	\$37,100	\$37,445	2024
Richmond Hill Soccer Club	GA	\$381,026	Executive Director	\$76,348	\$85,743	2024
Predators Of The Heart	WA	\$381,154	President	\$20,300	\$20,300	2024
Southlake Carroll Lacrosse Assoc	TX	\$381,177	Varsity Coach & Program Di	\$116,240	\$133,709	2023
Girls Incorporated Of Winter Haven	FL	\$374,944	Executive Director	\$68,210	\$73,685	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	940 organizations. Compensation range \$203–\$256,023; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$378,193); for reference, expenses \$237,103 and assets \$154,159.
ROLE MATCH	Tracy Myers, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	37 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	34 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 (Tracy Myers) 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 940 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,388 is reasonable (approximately the 37th 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.