

Columbia Gorge Casa

Executive Director / CEO

This analysis benchmarks the total compensation of **Christopher Janetzko, Executive Director / CEO** (\$59,267) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

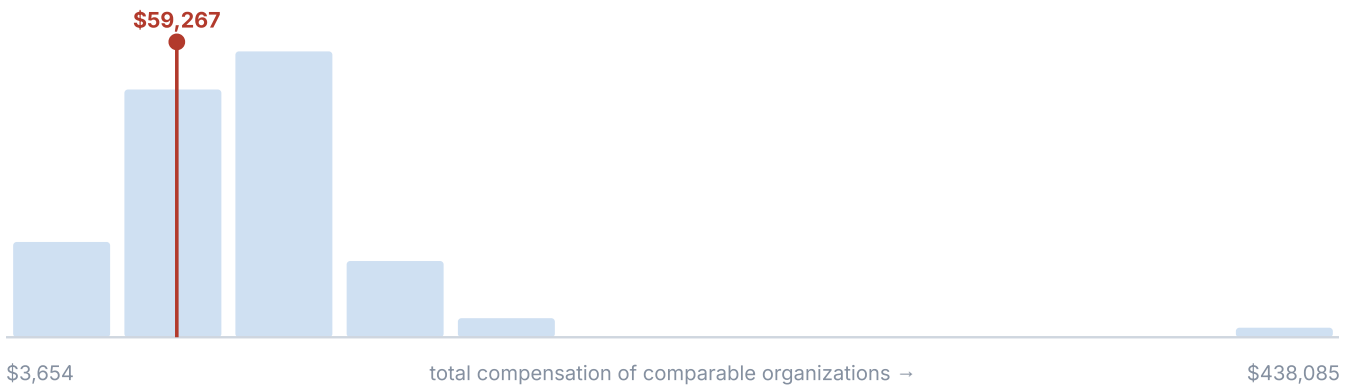
Benchmarked executive: Christopher Janetzko — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I80).
BUDGET	Total revenue between \$189,007 and \$423,150 — 0.67x to 1.50x the subject's \$282,100 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I80), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$35,288	\$52,605	\$77,674	\$98,746	\$128,964	\$59,267
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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 OR 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
Lex Rex Institute	CA	\$281,879	Ceo And Attorney	\$471,140	\$438,085	2024
Peoples Law Center	WI	\$281,834	Executive Director	\$138,000	\$159,778	2023
Washington Wage Claim Project	WA	\$281,506	Staff Attorney	\$183,961	\$177,355	2024
Montgomery County Bar Foundation	AL	\$283,016	Executive Director	\$90,360	\$105,119	2024
South Lake Tahoe Family Resource Center	CA	\$288,622	Executive Dir.	\$50,002	\$47,867	2023
Columbia Basin Dispute Resolution Center	WA	\$288,772	Executive Dir.	\$53,000	\$52,605	2023
Legal Assistance Of Dakota County	MN	\$293,191	Executive Di	\$88,625	\$97,085	2023
Justice For Our Neighbors Of The	PA	\$294,362	Executive Dir.	\$32,917	\$36,392	2023
Benton Franklin Legal Aid Society	WA	\$294,679	Executive Dir.	\$63,815	\$61,523	2024
Equal Citizens Foundation	DC	\$269,229	Treasurer	\$36,000	\$34,018	2024
Frontline Legal Services	LA	\$268,828	Co-executive Director	\$75,000	\$88,930	2024
Allegany Law Foundation Inc	MD	\$268,405	Executive Director	\$57,073	\$59,154	2023
Community Mediation Dc	DC	\$296,363	Former Executive Director	\$59,701	\$56,414	2024
Wyoming County - Attica Legal Aid	NY	\$267,246	Vice Preside	\$31,756	\$30,103	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wyoming Childrens Law Center	WY	\$298,593	Executive Director And Ex Officio Board Member	\$113,980	\$135,311	2023
El Centro Hispanoamericano	NJ	\$264,706	Executive Director	\$49,660	\$47,745	2024
Oregon Health Justice Center	OR	\$263,336	Attorney/partner	\$105,769	\$105,769	2024
Arizona Crime Victim Rights Law Group	AZ	\$301,434	Executive Dir.	\$78,125	\$80,907	2024
Phoenix Legal Action Network	AZ	\$261,916	Executive Director	\$81,222	\$86,599	2023
Great Lakes Expungement Network	MI	\$258,107	Executive Director	\$40,516	\$45,032	2024
Connect Immigration	CO	\$306,327	Executive Director	\$87,000	\$89,831	2024
Lex Mundi Pro Bono Foundation	DC	\$257,339	Managing Dir	\$132,000	\$124,733	2024
New Covenant Legal Services	MO	\$256,169	Executive Di	\$60,000	\$68,431	2024
Pikes Peak Justice & Pro Bono Center	CO	\$255,069	Executive Director	\$74,255	\$76,672	2024
Servicios Legales Comunitarios Inc	PR	\$309,343	Chief Operating Officer	\$68,151	\$68,151	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	77 organizations. Compensation range \$3,654–\$438,085; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$282,100); for reference, expenses \$216,005 and assets \$238,858.
ROLE MATCH	Christopher Janetzko, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	32 nd
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	30 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 (Christopher Janetzko) 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 77 similarly situated organizations (Same NTEE sector (180), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,267 is reasonable (approximately the 32nd 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.