PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

The Relationship Resource

Executive Director / CEO

EIN **263583076**
CA · NTEE F60
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jeffrey D Reinke Med Mmft, Executive Director / CEO** ($57,457) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 65th percentile of comparable organizations

within the typical range

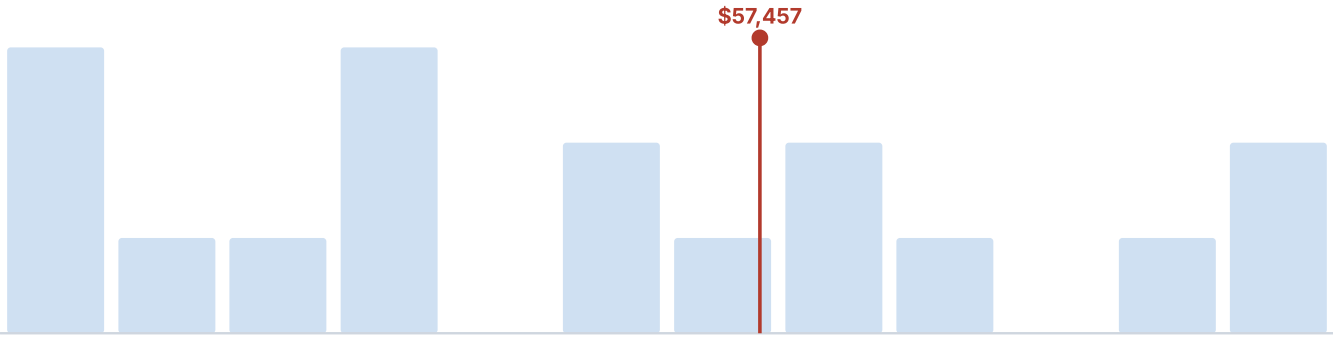
> **Benchmarked executive:** Jeffrey D Reinke Med Mmft — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between $233,984 and $523,846 — 0.67× to 1.50× the subject's $349,231 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60) + CA + budget 0.67–1.5× revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



$9,786 — total compensation of comparable organizations → — $93,460

$15,206	$28,751	$49,038	$60,750	$84,415	$57,457

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 65TH

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 CA 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
Fishbowl Ministries Inc	CA	$340,847	President	$22,434	**$21,790**	2024
Touchstone Counseling Service Inc	CA	$337,945	Secretary	$13,351	**$13,351**	2023
Aragon & Hernandez Social Services	CA	$319,881	Chief Executive Officer	$36,140	**$35,103**	2024
Hope For Healthy Families Counseling Center	CA	$315,277	Ceopresident	$16,929	**$16,443**	2024
The Bridge Restoration Ministry Napa	CA	$312,035	Executive Director	$60,750	**$60,750**	2023
Heartstrings Counseling Inc	CA	$308,555	Ceo	$90,000	**$90,000**	2023
Cornerstone Center For Counseling	CA	$287,709	President	$49,811	**$49,811**	2023
Shielding The Frontline Kern County Inc	CA	$412,313	Executive Dir.	$60,000	**$60,000**	2023
Emerge Center For Social And Emotional Learning	CA	$267,436	Executive Director	$37,352	**$36,280**	2024
Positive Communication Practices Inc	CA	$256,977	President	$93,460	**$93,460**	2023
Center For Early Childhood Connections	CA	$256,654	Secretary And Co-executive Director	$49,038	**$49,038**	2023
Yesh Tikva Inc	CA	$253,135	Executive Dir.	$70,655	**$70,655**	2023
4c Children And Family	CA	$251,266	Ceo	$10,075	**$9,786**	2024
Caldwell-clark	CA	$242,381	President	$29,600	**$28,751**	2024
Synchrony Of Visalia Inc	CA	$499,494	President & Ceo	$54,863	**$53,289**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Exonerated Nation Inc	CA	$501,023	Staff Assistant	$35,989	**$34,956**	2024
The Kingi Ohana House	CA	$505,262	President	$83,074	**$80,691**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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	**17** organizations. Compensation range $9,786–$93,460; filing years 2023–2024.
SIZE BASIS	Matched on total revenue ($349,231); for reference, expenses $403,567 and assets $94,548.
ROLE MATCH	Jeffrey D Reinke Med Mmft, reported title *"Executive Dir."*, benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	**65th**
Total compensation (D + F), as reported (no adjustments)	**65th**
Reportable pay only (column D), adjusted	**71st**
All sources (D + E + F), adjusted	**65th**

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 (Jeffrey D Reinke Med Mmft) 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 17 similarly situated organizations (Same NTEE sector (F60) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $57,457 is reasonable (approximately the 65th 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.