

# Crisis Clinic Of Thurston & Mason

Executive Director / CEO

EIN 264355586  
 WA · NTEE P20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Zachary Duncan, Executive Director / CEO** (\$66,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

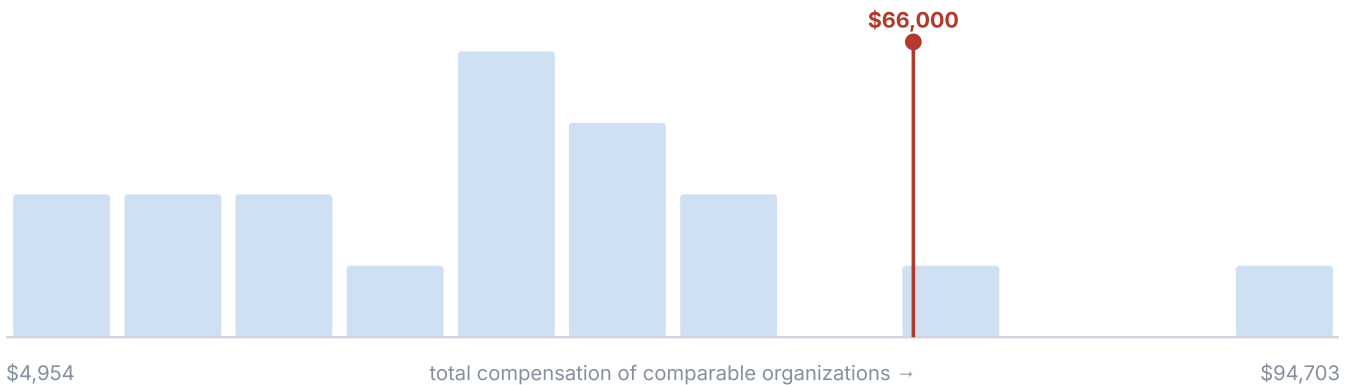
**Benchmarked executive:** Zachary Duncan — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$121,954 and \$273,033 — 0.67x to 1.50x the subject's \$182,022 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + WA + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,067	\$22,132	\$35,949	\$48,425	\$61,090	\$66,000
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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
<a href="#">Nest Mission</a>	WA	\$187,316	Director	\$20,000	<b>\$19,426</b>	2024
<a href="#">Washington African American Chamber Of Commerce</a>	WA	\$197,951	Ceo Founder	\$10,500	<b>\$10,500</b>	2023
<a href="#">Ministries Of Pastoral Care Inc</a>	WA	\$200,458	President	\$43,116	<b>\$41,879</b>	2024
<a href="#">Pine Lake Community Club Inc</a>	WA	\$157,055	Operations Director	\$36,000	<b>\$34,967</b>	2024
<a href="#">Oceania Northwest</a>	WA	\$147,892	Member	\$5,100	<b>\$4,954</b>	2024
<a href="#">Cascadia Clubhouse</a>	WA	\$138,837	Executive Director	\$22,521	<b>\$21,875</b>	2024
<a href="#">Jean Kim Foundation For Homeless Education</a>	WA	\$228,556	Secretary	\$12,600	<b>\$14,167</b>	2021
<a href="#">Bainbridge Island Special Needs</a>	WA	\$233,396	Executive Dir.	\$58,735	<b>\$57,050</b>	2024
<a href="#">Love In The Name Of Christ Of Lewis County</a>	WA	\$130,543	Executive Director	\$53,016	<b>\$51,495</b>	2024
<a href="#">Wishing Well Foundation</a>	WA	\$240,450	Executive Director	\$50,000	<b>\$48,566</b>	2024
<a href="#">Pdx Saints Love</a>	WA	\$245,032	Executive Dir.	\$48,000	<b>\$48,000</b>	2023
<a href="#">African Young Dreamers Empowerment Program Intl</a>	WA	\$245,049	Director	\$45,000	<b>\$45,000</b>	2023
<a href="#">Adaptive And Inclusive Movement Initiative</a>	WA	\$246,292	Program Director	\$33,633	<b>\$32,668</b>	2024
<a href="#">Bellingham Seafest</a>	WA	\$250,180	Executive Director	\$72,600	<b>\$70,517</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Seniors Creating Art</a>	WA	\$261,138	Executive Director	\$36,958	<b>\$35,898</b>	2024
<a href="#">Kaleidoscope Community Services Inc</a>	WA	\$267,220	Executive Dir.	\$23,577	<b>\$22,901</b>	2024
<a href="#">World Impact Network</a>	WA	\$269,209	Executive Dir.	\$97,500	<b>\$94,703</b>	2024
<a href="#">Compassion Washington</a>	WA	\$269,399	Executive Dir.	\$36,000	<b>\$36,000</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 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 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	18 organizations. Compensation range \$4,954–\$94,703; filing years 2021–2024.
SIZE BASIS	Matched on total revenue (\$182,022); for reference, expenses \$237,882 and assets \$304,392.
ROLE MATCH	Zachary Duncan, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	<b>89<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>89<sup>th</sup></b>

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 Reportable pay only (column D), adjusted
89<sup>th</sup>


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 All sources (D + E + F), adjusted
89<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

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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 (Zachary Duncan) 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 18 similarly situated organizations (Same NTEE sector (P20) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,000 is reasonable (approximately the 89<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.