

Arch Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Sophia Schultz, Executive Director / CEO** (\$65,618) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

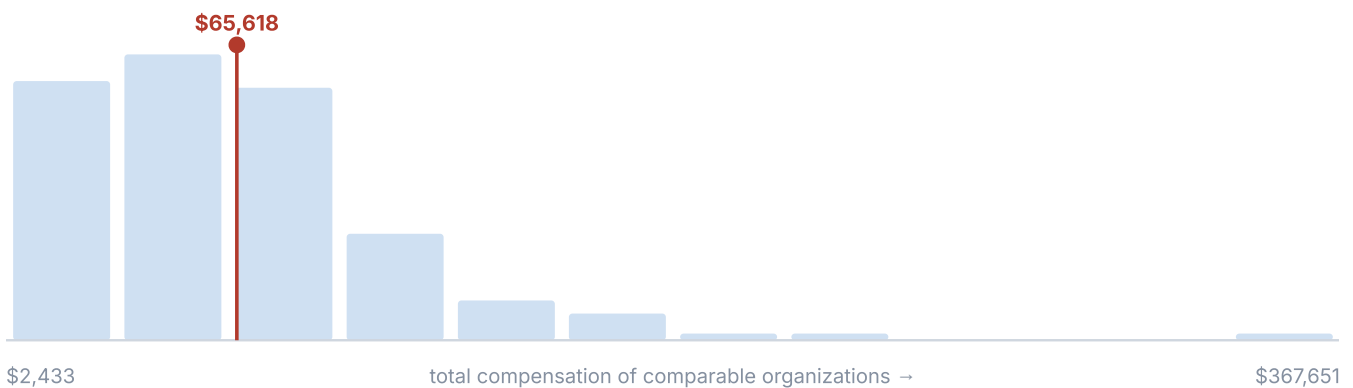
Benchmarked executive: Sophia Schultz — reported title “DEPUTY SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$291,903 and \$653,515 — 0.67x to 1.50x the subject's \$435,677 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

149 organizations qualified on sector, size, and geography → **149** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,328	\$32,282	\$58,991	\$87,092	\$119,152	\$65,618
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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 VA 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
Strategies For International Development	DC	\$435,795	Program And Financial Director	\$63,360	\$55,932	2024
University Of Puerto Rico	PR	\$434,121	Executive Di	\$31,675	\$30,766	2024
Philippine Development Foundation	CA	\$433,006	Executive Director (Until 07/24)	\$51,820	\$45,014	2024
Global Medical Relief Fund Inc	NY	\$439,505	President/ed	\$126,450	\$118,341	2023
Ouelessebougou Alliance	UT	\$431,283	Executive Di	\$49,106	\$52,052	2023
Siempre Unidos	CA	\$442,281	Executive Di	\$33,709	\$30,147	2023
Together For Haiti	TX	\$428,829	Vp/dir Of Op	\$31,596	\$31,795	2024
United States Heartland China Assoc	IL	\$443,759	Chairman	\$60,000	\$61,092	2023
Outreach For World Hope Inc	WI	\$425,919	President	\$30,000	\$31,518	2024
Kay Tita	WA	\$449,391	Executive Dir.	\$91,619	\$82,517	2024
Pacific Island Ministries	CA	\$450,230	President Field	\$98,876	\$85,889	2024
Fundacion Costa Rica - Estados Unidos De		\$450,433	Executive Director	\$162,780	\$158,110	2024
Center For Getting Things Started	HI	\$450,454	Executive Di	\$98,393	\$88,618	2024
New Covenant World Missions	OH	\$450,873	President Ncwm	\$138,042	\$151,425	2023
The Womens Institute For Secondary Ed	NC	\$451,104	Executive Dir.	\$65,974	\$70,601	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rise Beyond The Reef	WA	\$414,355	Founder Exec Director	\$62,177	\$56,000	2024
Open Arms Worldwide	VA	\$457,425	President/executive Direct	\$41,052	\$39,874	2024
Vision Health International	CO	\$413,232	Executive Di	\$21,180	\$20,430	2024
New Frontiers Health Force Inc	FL	\$460,266	Director	\$40,080	\$37,877	2024
Village Earth	CO	\$409,567	Executive Director	\$85,978	\$85,384	2023
Amistad International	CA	\$463,086	Executive Direc	\$12,000	\$10,424	2024
Hands Offering Hope Foundation Inc	CT	\$406,415	President	\$19,500	\$18,393	2024
God's Littlest Angels Inc	CO	\$402,671	President	\$19,387	\$18,701	2024
Global Healing	CA	\$402,627	Executive Dir.	\$115,200	\$103,025	2023
Chispa Project	MO	\$400,155	Executive Director	\$52,100	\$55,511	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	149 organizations. Compensation range \$2,433–\$367,651; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$435,677); for reference, expenses \$472,201 and assets \$55,954.
ROLE MATCH	Sophia Schultz, reported title " <i>DEPUTY SECRETARY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	6 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	56 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	55 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 (Sophia Schultz) 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 149 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,618 is reasonable (approximately the 56th 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.