

Kwiaht Center For Salish Sea

Executive Director / CEO

EIN 300355067

WA · NTEE E05

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Russel Barsh, Executive Director / CEO** (\$8,185) against **every comparable organization** that fit the selection criteria — **1162** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Russel Barsh — reported title "DIRECTOR", 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 (E05).
BUDGET	Total revenue between \$192,032 and \$429,922 — 0.67x to 1.50x the subject's \$286,615 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,162 organizations qualified on sector, size, and geography → **1,162** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$115	\$14,820	\$34,961	\$61,217	\$91,426	\$135,362	\$8,185	\$3,656,665
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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
Life Plan Trust Inc	NC	\$286,666	Executive Dir.	\$105,783	\$122,083	2024
Bartow Health Access Inc	GA	\$286,417	Executive Director	\$28,600	\$32,120	2024
Living Well Foundation	MO	\$286,403	Ceo	\$174,081	\$205,939	2024
Pregnancy Resource Center Inc	OR	\$286,269	Executive Dir.	\$59,321	\$61,531	2024
Scenic Rivers Area Health Education	WI	\$287,248	Executive Director	\$84,732	\$98,839	2024
Health Horizons International Foundation	CT	\$285,935	President	\$72,340	\$77,996	2023
Breakdown Stl	MO	\$287,372	Founder And President	\$76,667	\$93,377	2023
The J Moss Foundation	CA	\$285,762	Ceo	\$58,333	\$56,261	2024
Facts About Fertility Inc	PA	\$287,505	Cofounder & Executive Director	\$83,833	\$96,135	2023
Rascal Rodeo	WA	\$287,600	Executive Director	\$76,664	\$76,664	2024
Willow Creek Ranch Inc	WI	\$287,616	Executive Director	\$32,261	\$37,632	2024
Life Connection Of Ohio Foundation Llc	OH	\$285,600	President	\$60,385	\$71,436	2024
Boise Services Group Inc	ID	\$287,658	President	\$65,828	\$78,216	2024
Ahrcc Home Care Services Inc	NY	\$287,720	Ceo, Nysarc Inc., Nyc Chap	\$42,201	\$43,852	2023
Unspoken Treasure Society Inc	FL	\$285,484	President	\$82,214	\$86,265	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Morning Light Foundation Inc	GA	\$285,245	Administrator	\$139,300	\$156,442	2024
Eastside Senior Care Inc	NY	\$285,220	Cfo	\$5,891	\$5,946	2024
Risen Wellness	TN	\$288,010	President	\$131,924	\$154,886	2024
Amelia Emergency Squad Inc	VA	\$288,031	Member At La	\$963	\$1,039	2024
Schuylkill County Society For	PA	\$288,093	Executive Direc	\$74,918	\$83,447	2024
Andy Talley Bone Marrow Foundation	PA	\$288,185	Founder And	\$40,000	\$45,869	2023
Vmp Foundation Inc	WI	\$285,016	Ceo	\$10,118	\$11,803	2024
Pregnancy Care Services Inc	OR	\$284,971	Executive Director	\$57,660	\$59,808	2024
Hudson Valley Regional Ems Council Inc	NY	\$284,952	Executive Director	\$62,603	\$63,185	2024
Nelson County Community Clinic Inc	KY	\$288,544	Executive Director	\$34,881	\$43,093	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 **1162** organizations. Compensation range \$115–\$3,656,665; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$286,615); for reference, expenses \$236,562 and assets \$107,615.

ROLE MATCH	Russel Barsh, reported title " <i>DIRECTOR</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	243 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	47 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	5 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	4 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 (Russel Barsh) 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 1162 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,185 is reasonable (approximately the 5th 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.