

# Shoreline Community Services

Executive Director / CEO

EIN 474016591

CA · NTEE P85

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Caryn Blanton, Executive Director / CEO** (\$66,008) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57<sup>th</sup>** percentile of comparable organizations within the typical range

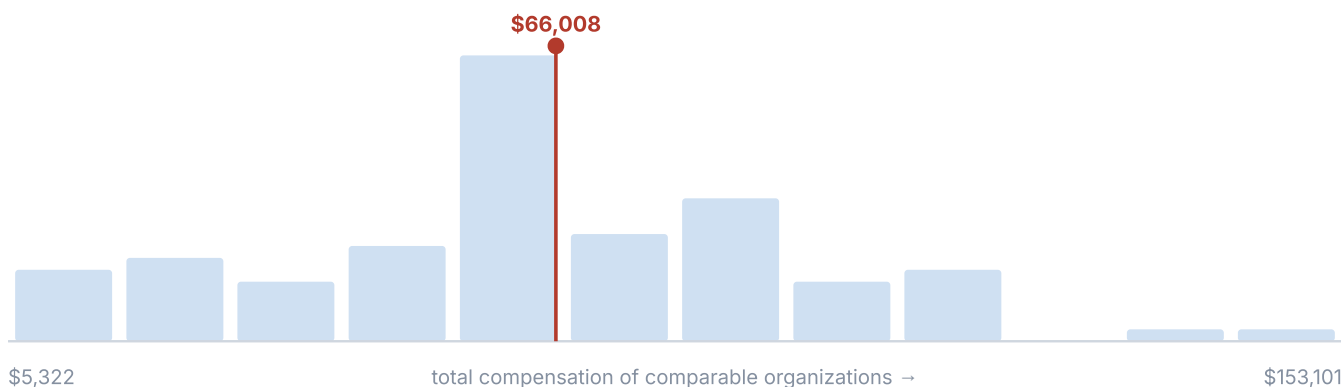
**Benchmarked executive:** Caryn Blanton — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P85).
BUDGET	Total revenue between \$247,345 and \$553,759 — 0.67x to 1.50x the subject's \$369,173 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,430	\$48,155	\$63,464	\$82,938	\$102,457	\$66,008
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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 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
<a href="#">Hands For Homeless Inc</a>	FL	\$367,506	Ceo	\$30,200	<b>\$32,855</b>	2023
<a href="#">Verde Valley Homeless Coalition</a>	AZ	\$365,915	Executive Dir.	\$58,462	<b>\$63,244</b>	2024
<a href="#">Encompass Yamhill Valley</a>	OR	\$375,109	Executive Director	\$60,223	<b>\$62,909</b>	2024
<a href="#">Greater Cincinnati Coalition For The Homeless</a>	OH	\$375,871	Executive Director	\$47,536	<b>\$56,634</b>	2024
<a href="#">Southwest Georgia Housing Opportunities</a>	GA	\$376,580	Executive Director	\$48,479	<b>\$54,830</b>	2024
<a href="#">Oregon Trail Of Hope</a>	OR	\$360,635	Director Of Development	\$56,660	<b>\$59,187</b>	2024
<a href="#">Friends Of The Carpenter</a>	WA	\$357,085	Executive Director	\$53,371	<b>\$53,749</b>	2024
<a href="#">Little Birthday Angels Inc</a>	FL	\$356,626	Executive Di	\$51,201	<b>\$54,105</b>	2024
<a href="#">Cy-fair Helping Hands</a>	TX	\$384,316	Executive Director	\$73,900	<b>\$85,608</b>	2023
<a href="#">Growgood Inc</a>	CA	\$353,609	Executive Director	\$97,146	<b>\$97,146</b>	2023
<a href="#">Tourettes' Foundation For Needy Children Inc</a>	CA	\$386,297	Executive Director	\$29,465	<b>\$29,465</b>	2023
<a href="#">Shenandoah Alliance For Shelter</a>	VA	\$386,985	Executive Director	\$51,853	<b>\$54,865</b>	2025
<a href="#">Every Avenue</a>	TX	\$350,028	Ceo	\$100,000	<b>\$112,520</b>	2024
<a href="#">Bethlehem Emergency Sheltering Inc</a>	PA	\$394,511	Executive Director	\$62,071	<b>\$71,684</b>	2023
<a href="#">Kinsman Redeemer Homeless Ministry</a>	TN	\$343,282	Executive Director	\$16,155	<b>\$19,102</b>	2024
<a href="#">Together Helping Others Inc</a>	NY	\$341,620	Chairman	\$60,000	<b>\$62,788</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Integrated Recovery Network</a>	CA	\$397,973	Executive Dir	\$34,694	<b>\$33,699</b>	2024
<a href="#">Corpus Christi House Inc</a>	ID	\$398,847	Executive Director	\$78,135	<b>\$93,496</b>	2024
<a href="#">The Bridge Ministry Inc</a>	OH	\$399,230	Secretary Exectuvie Director	\$53,454	<b>\$63,684</b>	2024
<a href="#">Water Drop</a>	CA	\$334,061	Co-president	\$6,479	<b>\$6,293</b>	2024
<a href="#">Help Right Here</a>	TN	\$328,137	Co-executive Director	\$53,428	<b>\$65,038</b>	2023
<a href="#">Serenity Homes</a>	MN	\$327,799	Executive Director	\$22,000	<b>\$25,175</b>	2023
<a href="#">Tioga County Homeless Initiative</a>	PA	\$410,902	Director Ope	\$44,875	<b>\$50,339</b>	2024
<a href="#">Sisters Of Solace</a>	MO	\$327,391	Executive Di	\$33,348	<b>\$39,730</b>	2024
<a href="#">The Port Ministries</a>	IL	\$411,460	Executive Director	\$80,024	<b>\$88,495</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	84 organizations. Compensation range \$5,322–\$153,101; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$369,173); for reference, expenses \$330,327 and assets \$221,438.
ROLE MATCH	Caryn Blanton, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**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	57 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	56 <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**

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 (Caryn Blanton) 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 84 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,008 is reasonable (approximately the 57<sup>th</sup> 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.