

The Caritas Foundation

Executive Director / CEO

EIN 474047515

CA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Therese Bejotte, Executive Director / CEO** (\$18,203) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

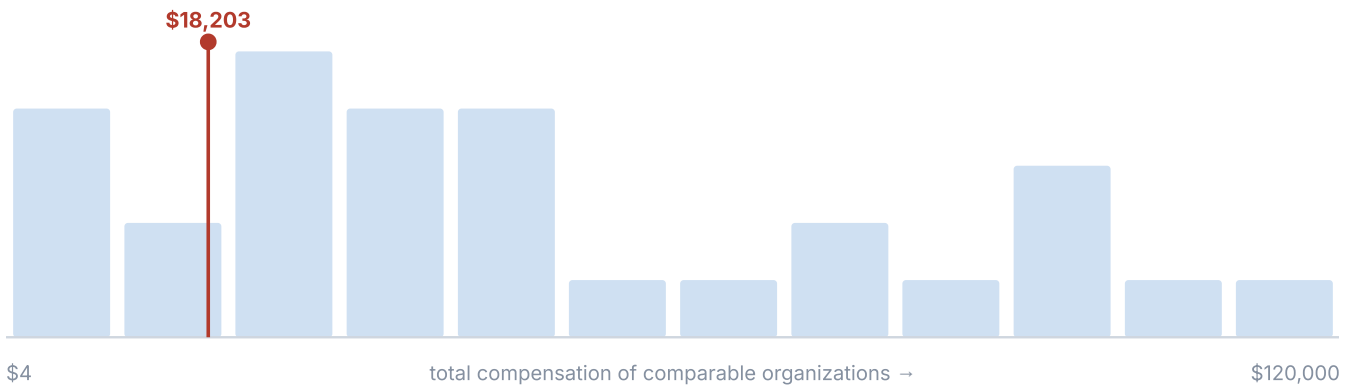
Benchmarked executive: Therese Bejotte — reported title "CHIEF OPERATING OFFICER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

| | |
|-----------|--|
| SECTOR | Organizations sharing the subject's NTEE classification (P20). |
| BUDGET | Total revenue between \$92,125 and \$206,250 — 0.67x to 1.50x the subject's \$137,500 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue. |

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|----------|----------|----------|----------|-----------------|
| \$9,478 | \$26,833 | \$39,000 | \$72,886 | \$92,921 | \$18,203 |
|---------|----------|----------|----------|----------|-----------------|



■ 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 |
|--|-------|-----------|-------------------------|-----------------|------------------|------|
| Here To Serve Inc | CA | \$136,789 | Ceo/board Chair | \$79,761 | \$77,705 | 2025 |
| Vetcares Inc | CA | \$128,729 | Ceo | \$130 | \$130 | 2024 |
| Careyes Foundation | CA | \$128,003 | Director | \$16,000 | \$16,473 | 2023 |
| Spring Research Innovation Network Group | CA | \$127,975 | Executive Director | \$23,868 | \$24,573 | 2023 |
| Ventura County Central Service Office Inc | CA | \$126,080 | Office Manager | \$68,007 | \$72,886 | 2022 |
| Mattole Valley Resource Center | CA | \$151,615 | Executive Dir. | \$30,058 | \$29,283 | 2025 |
| Communities Of Excellence 2026 Inc | CA | \$119,868 | President An | \$38,250 | \$38,250 | 2024 |
| Social Science Observatory | CA | \$119,170 | President | \$89,100 | \$91,732 | 2023 |
| Flourish Ministries Inc | CA | \$160,448 | President | \$89,347 | \$91,986 | 2023 |
| Nextstep Ministries | CA | \$163,347 | President/exec Director | \$27,524 | \$27,524 | 2024 |
| Northern California Dr Martin Luther King Jr Community Foundatio | CA | \$164,851 | Officer | \$99,220 | \$96,662 | 2025 |
| Santa Monica Bay Area Human Relations | CA | \$166,141 | Director | \$80,844 | \$80,844 | 2024 |
| Sustainable Silicon Valley | CA | \$166,295 | Executive Dir. | \$26,833 | \$26,833 | 2024 |
| Hygieia Behavioral Health Foundation Inc | CA | \$166,700 | President And Ceo | \$120,000 | \$120,000 | 2024 |
| Women In Revenue Inc | CA | \$106,627 | Executive Dir. | \$49,862 | \$51,335 | 2023 |
| Mother-wise | CA | \$102,303 | Executive Di | \$44,375 | \$45,686 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|--------------------|-----------------|-----------------|------|
| 587 Ministries Inc | CA | \$175,473 | President | \$50,000 | \$50,000 | 2024 |
| Emotional Health Institute | CA | \$95,630 | Admin | \$4 | \$4 | 2024 |
| African American Wellness Center For Children Families | CA | \$180,993 | Ceodirector | \$28,464 | \$28,464 | 2024 |
| Kindred Spirits Care Farm | CA | \$183,337 | Executive Director | \$10,000 | \$10,000 | 2024 |
| El Emet Inc | CA | \$184,498 | Cfo | \$39,000 | \$39,000 | 2024 |
| Cuyama Valley Family Resource Center | CA | \$186,476 | Executive Director | \$45,630 | \$46,978 | 2023 |
| Beyond Fistula | CA | \$192,936 | Co-director | \$7,392 | \$7,392 | 2024 |
| Pelican Cove Counseling Center | CA | \$194,911 | Executive Director | \$68,034 | \$68,034 | 2024 |
| Charity For Charity | CA | \$196,905 | Secretary | \$37,558 | \$38,667 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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 29 organizations. Compensation range \$4–\$120,000; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$137,500); for reference, expenses \$141,710 and assets \$791.

ROLE MATCH Therese Bejotte, reported title "*CHIEF OPERATING OFFICER*", 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.**

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

| BASIS | SUBJECT PERCENTILE |
|---|--------------------|
| Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default | 21 st |
| Total compensation (D + F), as reported (no adjustments) | 21 st |
| Reportable pay only (column D), adjusted | 0 th |
| All sources (D + E + F), adjusted | 100 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 (Therese Bejotte) 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 29 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,203 is reasonable (approximately the 21st 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.