

The Treehouse Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jaleen Classeen, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **78** 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

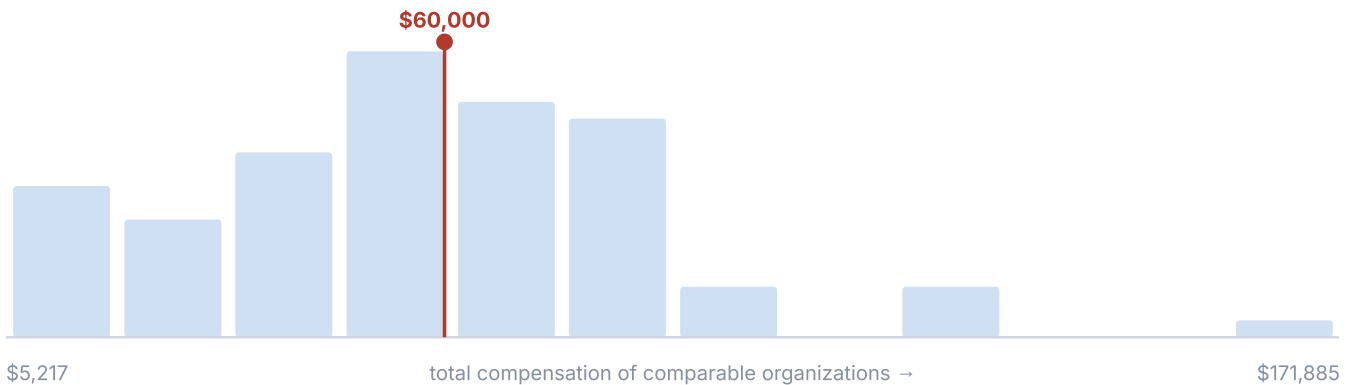
Benchmarked executive: Jaleen Classeen — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P50).
BUDGET	Total revenue between \$258,019 and \$577,654 — 0.67x to 1.50x the subject's \$385,103 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,661	\$40,176	\$54,756	\$74,622	\$84,816	\$60,000
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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 KS 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
Personal Guardianship Services	OH	\$387,004	Exec Director	\$72,500	\$71,078	2024
Arica Institute Inc	CT	\$388,540	Manager	\$80,373	\$67,957	2025
Giving Hope & Help Inc	MO	\$375,297	Founder And President (Non-voting)	\$80,000	\$80,748	2023
Showers Of Blessing Santa Barbara	CA	\$394,982	Executive Dir.	\$83,019	\$68,316	2023
Abundant Hope Pregnancy	MA	\$397,165	Executive Dir.	\$57,410	\$49,164	2023
Fire Outreach Of Houston	TX	\$403,991	Secretary	\$17,500	\$16,204	2024
Scores Reentry	NJ	\$405,730	Chief Executive Officer	\$63,000	\$52,066	2024
Conestoga Valley Christian	PA	\$361,071	Treasurer	\$12,960	\$12,317	2023
Amac Foundation Inc	FL	\$360,833	Executive Director	\$60,000	\$53,715	2023
All Things Possible Medical Fundraising	SC	\$409,441	Director	\$14,250	\$14,167	2023
Healing And Reconciliation Institute	CA	\$360,528	Interim E.d.	\$35,871	\$29,519	2023
Bridges For Life Inc	IN	\$409,904	President And Founder	\$45,652	\$44,563	2024
Transformed By The Word Inc	NC	\$360,190	Executive Di	\$80,050	\$78,823	2023
Fresh Air Family Inc	AL	\$416,909	Executive Director	\$53,460	\$53,460	2024
Neighbours International Inc	NJ	\$348,361	President	\$18,344	\$15,160	2024
The Legacy Center Inc	AL	\$345,033	Executive Director	\$73,256	\$75,420	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Grace And Gratitude Sober Living	FL	\$341,617	President	\$72,000	\$64,458	2023
Coastal Communities Consulting Inc	LA	\$333,999	Executive Director/vp	\$89,443	\$91,165	2024
Ethiopian Community Services And Development Council Inc	DC	\$436,672	Program Director And Teacher	\$57,600	\$46,787	2024
Oakland Catholic Worker	CA	\$332,110	Director	\$48,000	\$38,366	2024
St Joseph Regional Sports Commission Inc	MO	\$331,819	Executive Director	\$6,062	\$5,943	2024
Odessa Links Inc	TX	\$441,803	Executive Dir.	\$57,000	\$54,337	2023
Laundry Workers Center Inc	NY	\$327,588	Co-director	\$70,000	\$58,550	2024
Guided By Humanity	CO	\$443,274	Executive Director	\$75,000	\$66,568	2024
Love Inc Of Boise Community Incorporated	ID	\$326,646	Executive Dir.	\$50,200	\$49,431	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	78 organizations. Compensation range \$5,217–\$171,885; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$385,103); for reference, expenses \$327,977 and assets \$667,381.
ROLE MATCH	Jaleen Classeen, 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	2 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)	45 th
Reportable pay only (column D), adjusted	56 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 (Jaleen Classeen) 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 78 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 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.