PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Bluecoats Of Medina County Inc

Executive Director / CEO

EIN **571158857**
OH · NTEE I60
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kathy Breitenbucher, Executive Director / CEO** ($7,500) 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:** Kathy Breitenbucher — reported title "CO-EXEC DIRE", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I60).
BUDGET	Total revenue between $37,004 and $82,846 — 0.67× to 1.50× the subject's $55,231 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue.

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

Distribution of comparable compensation

$3,754 — total compensation of comparable organizations → — $128,732

$4,814	$9,615	$16,858	$38,484	$81,953	$7,500

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 OH 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
Inside Out Inc	OH	$55,201	Treasurer	$41,600	**$40,528**	2025
Center For Reuniting Families	CA	$55,342	President	$33,100	**$26,986**	2024
Nashville Community Bail Fund	TN	$57,464	Executive Dir.	$98,253	**$97,509**	2024
Stop Dui Inc	NV	$52,163	Executive Director	$28,971	**$27,418**	2024
Truth Be Told	TX	$52,063	Executive Director	$7,292	**$6,887**	2024
Families Of Twa Flight 800 Association Inc	NY	$51,715	Secretary & Ceo	$98,184	**$83,767**	2024
Crime Stoppers Of Wayne County Inc	NC	$61,557	Executive Director	$15,000	**$15,066**	2023
Boo2bullying Inc	CA	$63,891	President	$20,000	**$16,306**	2024
Gasp Guardians Advocating Child	OH	$46,386	Executive Di	$25,491	**$26,244**	2023
North Carolina State Bar Foundation	NC	$45,805	Executive Di	$33,129	**$33,274**	2023
Walter & Connie Payton	IL	$65,377	Secretary	$4,044	**$3,754**	2024
La Asociacion Benefica Cultural	NY	$66,851	Executive Di	$11,270	**$9,615**	2024
Andrea Project Inc	TX	$42,247	Executive Di	$16,961	**$16,019**	2024
Sheila D Brown Women's Center	PA	$42,037	Director Of Construction	$13,787	**$13,364**	2023
New Jersey Institute Of Local Government	NJ	$41,736	Executive Director	$5,500	**$4,636**	2024
Columbus Police Foundation	OH	$40,038	Board Chair/	$10,500	**$10,500**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bay Area Freedom Collective	CA	$71,132	Board Member	$10,517	**$8,574**	2024
Kentucky Conference For Community &	KY	$71,802	Exec Director	$59,000	**$61,616**	2023
Crime Stoppers Of Savannah-chatham	GA	$72,831	Executive Di	$25,745	**$24,440**	2024
Kinad Inc	FL	$73,362	Director	$6,000	**$5,479**	2023
Society-first Corporation	FL	$73,471	Vp	$12,040	**$10,995**	2023
Chestnut Resolutions Inc Nfp	IL	$74,807	Chair Of Board	$138,688	**$128,732**	2024
Law Of The Wild	WA	$75,860	Ed/board Member	$44,221	**$38,484**	2023
Accountability Brothers	CA	$76,000	President &	$5,788	**$4,858**	2023
East Tennessee Probation Inc	TN	$78,155	Ceo/probation Officer	$25,040	**$25,585**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 $3,754–$128,732; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($55,231); for reference, expenses $28,332 and assets $764,618. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**
ROLE MATCH	Kathy Breitenbucher, reported title *"CO-EXEC DIRE"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	**21st**
Total compensation (D + F), as reported (no adjustments)	**21st**
Reportable pay only (column D), adjusted	**38th**
All sources (D + E + F), adjusted	**21st**

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 (Kathy Breitenbucher) 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 major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $7,500 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.