

# Path Of Life

Executive Director / CEO

EIN 810986702  
 WA · NTEE F60  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Sheri Olsen, Executive Director / CEO** (\$67,725) against **every comparable organization** that fit the selection criteria — **99** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

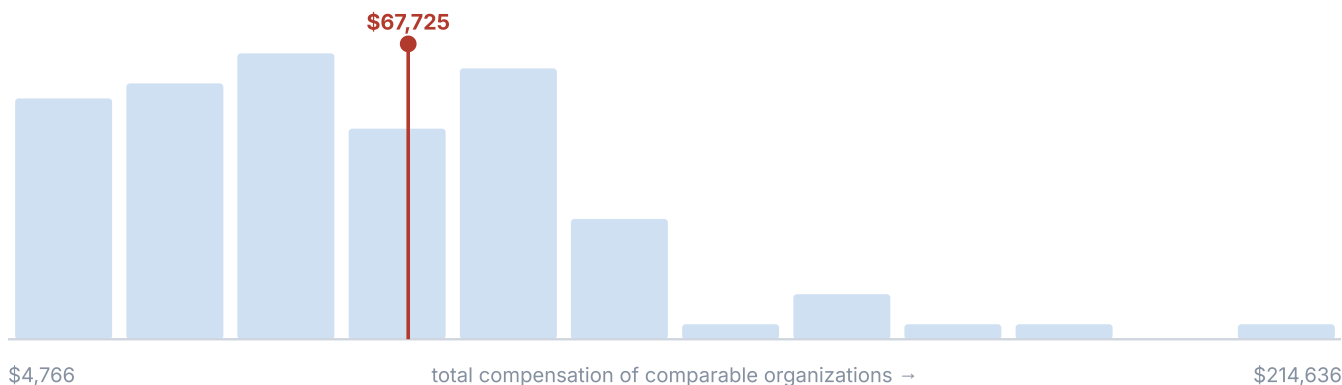
**Benchmarked executive:** Sheri Olsen — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$160,758 and \$359,907 — 0.67x to 1.50x the subject's \$239,938 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

**99** organizations qualified on sector, size, and geography → **99** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,448	\$31,519	\$51,959	\$82,426	\$100,697	\$67,725
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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
<a href="#">Authentic Hope Center For Peace &amp;</a>	OR	\$240,216	Executive Dir.	\$72,327	<b>\$77,237</b>	2023
<a href="#">Caldwell-clark</a>	CA	\$242,381	President	\$29,600	<b>\$28,548</b>	2024
<a href="#">Nami Of Washington County Inc</a>	WI	\$236,311	Executive Di	\$65,000	<b>\$75,822</b>	2024
<a href="#">Lee's Summit Cares</a>	MO	\$244,636	Executive Director	\$80,000	<b>\$94,641</b>	2024
<a href="#">Domestic Outreach Corporation</a>	PA	\$244,729	President	\$27,000	<b>\$30,074</b>	2024
<a href="#">Adams Place</a>	NV	\$245,465	Executive Dir.	\$64,000	<b>\$71,654</b>	2024
<a href="#">Heart Tones Inc</a>	TX	\$232,702	President	\$71,334	<b>\$82,054</b>	2023
<a href="#">Fhgr Inc</a>	KY	\$248,728	Executive Di	\$38,182	<b>\$45,818</b>	2024
<a href="#">Anathallo Counseling Center</a>	PA	\$250,489	Executive Director	\$156,985	<b>\$174,857</b>	2024
<a href="#">4c Children And Family</a>	CA	\$251,266	Ceo	\$10,075	<b>\$9,717</b>	2024
<a href="#">Chazkeinu</a>	MD	\$251,725	Ceo	\$74,041	<b>\$77,316</b>	2024
<a href="#">Counseling Center Of Highlands</a>	NC	\$227,552	Executive Director	\$35,299	<b>\$40,738</b>	2024
<a href="#">Hepc Alliance Inc</a>	MO	\$253,053	Executive Director	\$70,323	<b>\$85,650</b>	2023
<a href="#">Changing Lanes Ministries Inc</a>	OK	\$226,786	Executive Direc	\$104,041	<b>\$127,960</b>	2024
<a href="#">Yesh Tikva Inc</a>	CA	\$253,135	Executive Dir.	\$70,655	<b>\$70,158</b>	2023
<a href="#">Benji Project</a>	WA	\$253,155	Executive Director	\$65,132	<b>\$63,453</b>	2025
<a href="#">One Recovery</a>	CA	\$226,696	President	\$62,500	<b>\$60,280</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fields Of Grace Ministries Inc</a>	GA	\$253,311	Executive Dir.	\$9,000	<b>\$10,108</b>	2024
<a href="#">Living Scripture Institute</a>	PA	\$254,423	President	\$13,962	<b>\$15,552</b>	2024
<a href="#">Michiana Biblical Counseling Center Inc</a>	IN	\$254,975	Executive Director	\$57,015	<b>\$67,156</b>	2024
<a href="#">Firecracker Foundation</a>	MI	\$255,487	Co-director	\$43,776	<b>\$51,959</b>	2023
<a href="#">Narrative Initiatives San Diego</a>	CA	\$223,255	Director	\$21,014	<b>\$20,267</b>	2024
<a href="#">Center For Early Childhood Connections</a>	CA	\$256,654	Secretary And Co-executive Director	\$49,038	<b>\$48,693</b>	2023
<a href="#">Positive Communication Practices Inc</a>	CA	\$256,977	President	\$93,460	<b>\$92,803</b>	2023
<a href="#">Nueva Luz Foundation</a>	TX	\$220,353	Clinical Director And Board Vp	\$41,667	<b>\$47,929</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 99 organizations. Compensation range \$4,766–\$214,636; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$239,938); for reference, expenses \$249,178 and assets \$153,719.

**ROLE MATCH** Sheri Olsen, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	61 <sup>st</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 (Sheri Olsen) 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 99 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,725 is reasonable (approximately the 62<sup>nd</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.