

Caribou County Senior Citizens Inc

Executive Director / CEO

EIN 820367410

ID · NTEE Z99Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shalayne Bartschi, Executive Director / CEO** (\$31,100) against **every comparable organization** that fit the selection criteria — **171** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

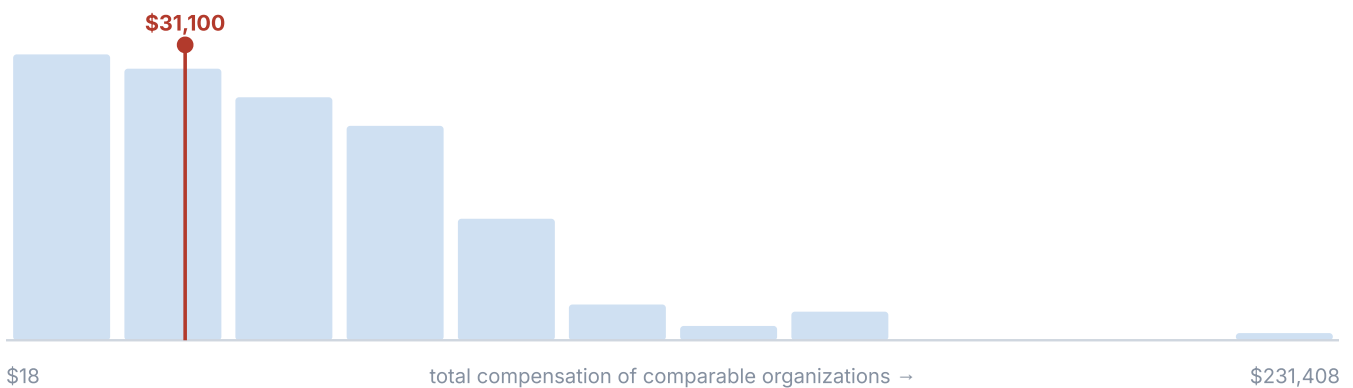
Benchmarked executive: Shalayne Bartschi — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99Z).
BUDGET	Total revenue between \$155,489 and \$348,111 — 0.67x to 1.50x the subject's \$232,074 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

171 organizations qualified on sector, size, and geography → **171** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$10,126	\$20,618	\$44,679	\$65,771	\$86,749	\$31,100
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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 ID 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
Alliance For Education Solutions Inc	CA	\$232,064	Executive Director	\$32,500	\$26,381	2023
Together For West Philadelphia	PA	\$231,936	Executive Director	\$69,888	\$63,636	2024
Stanislaus Partners In Education	CA	\$231,523	Executive Director	\$50,610	\$39,903	2024
Help For Oncology Problems And	PA	\$230,789	Executive Director	\$67,011	\$59,444	2025
Greater Frogtown Community	MN	\$230,580	Executive Director	\$22,385	\$20,196	2024
Pitcare Inc	PA	\$233,576	Treasurer	\$22,300	\$20,905	2023
Coaches Honor Inc	FL	\$235,037	Executive Di	\$64,900	\$57,313	2023
World Population Balance	MN	\$235,217	Executive Director	\$86,798	\$78,310	2024
Economic Development Corporation	CA	\$235,716	Executive Director	\$110,027	\$86,749	2024
Yucaipa Swim Team Inc	CA	\$235,834	Executive Di	\$58,000	\$45,729	2024
Channel Of Love Ministries	WA	\$227,746	President Ceo	\$41,969	\$34,309	2024
Bbb Foundation Of Connecticut Inc	CT	\$226,978	President	\$19,440	\$16,642	2024
Parenting With Purpose	MN	\$226,828	Executive Di	\$81,869	\$76,045	2023
The Foundation Of The American	CA	\$226,662	Executive Director	\$32,726	\$25,802	2024
Love In The Name Of Christ Of Skagi	WA	\$238,190	Executive Director	\$66,021	\$53,971	2024
New Seed Foundation	NJ	\$240,142	Chief Executive Officer	\$103,898	\$84,700	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Civic Ensemble Inc	NY	\$240,430	Executive Director	\$48,576	\$40,078	2024
Human Life Of Wa Education Foundation	WA	\$223,600	President & Ceo	\$94,749	\$77,455	2024
Consumer Bankruptcy Assistance	PA	\$223,393	Executive Di	\$106,889	\$97,326	2024
Upward Bound Study Center Inc	CA	\$241,747	Education Coordinator	\$35,382	\$28,720	2023
People Of Praise Vancouver Wa	WA	\$241,899	President	\$33,000	\$26,281	2025
Kindervision Foundation Inc	FL	\$221,322	Director	\$61,900	\$53,095	2024
Desales Community Development	MO	\$243,710	Chief Operating Officer	\$31,913	\$30,862	2024
Community Reach	MO	\$220,236	Executive Director	\$17,810	\$17,732	2023
Peace Grove Inc	CA	\$244,008	President	\$43,669	\$35,447	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	171 organizations. Compensation range \$18–\$231,408; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$232,074); for reference, expenses \$249,116 and assets \$545,260.
ROLE MATCH	Shalayne Bartschi, reported title " <i>DIRECTOR</i> ", 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.

RELATED-ORG PAY 29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	37 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	27 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 (Shalayne Bartschi) 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 171 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,100 is reasonable (approximately the 37th 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.