

# The Good Death Foundation

Executive Director / CEO

EIN 823964819

CA · NTEE F60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Caitlin Doughty, Executive Director / CEO** (\$4,800) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

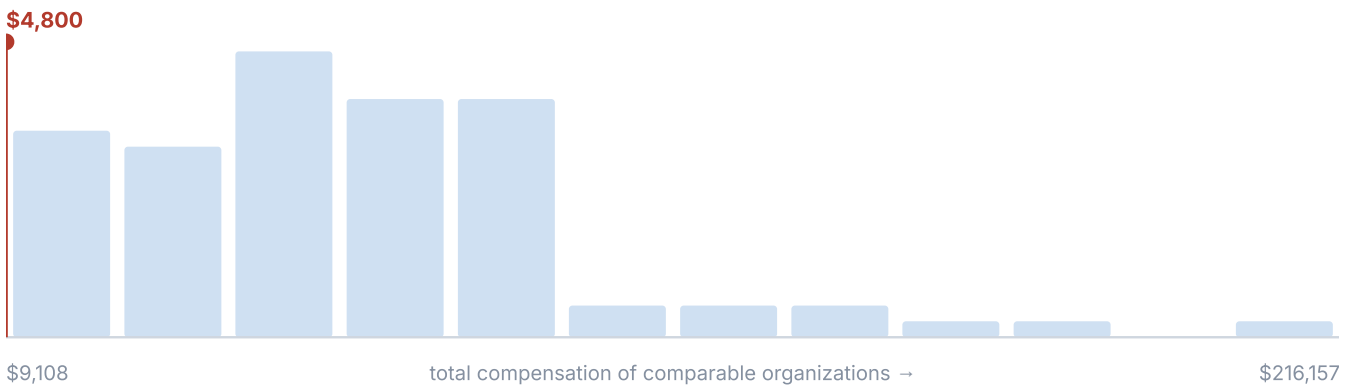
**Benchmarked executive:** Caitlin Doughty — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$137,207 and \$307,180 — 0.67x to 1.50x the subject's \$204,787 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

**82** organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,855	\$33,599	\$58,064	\$81,726	\$100,031	<b>\$4,800</b>
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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 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
<a href="#">Dream Big Wellness</a>	WA	\$204,927	President	\$81,582	<b>\$82,160</b>	2024
<a href="#">Chicago Veterans</a>	IL	\$204,484	Executive Director	\$84,761	<b>\$93,734</b>	2024
<a href="#">The Open Table</a>	CA	\$205,254	Executive Dir.	\$91,420	<b>\$88,797</b>	2024
<a href="#">Bridge Inter Faith Services Inc</a>	NJ	\$205,969	Chairman	\$57,600	<b>\$57,848</b>	2024
<a href="#">Community Counseling Institute Inc</a>	WA	\$206,388	Director	\$48,269	<b>\$48,611</b>	2024
<a href="#">Angels Of Mercy Inc</a>	NY	\$200,555	President	\$48,925	<b>\$49,729</b>	2024
<a href="#">The Four Health Family Resource Center</a>	MI	\$209,414	Executive Director	\$12,864	<b>\$14,551</b>	2025
<a href="#">Check Your Compass</a>	MA	\$209,497	President	\$133,960	<b>\$135,408</b>	2024
<a href="#">The Childrens Treehouse Foundation</a>	CO	\$196,554	Executive Director	\$100,000	<b>\$107,859</b>	2024
<a href="#">Baptist Counseling Center</a>	NC	\$213,339	Executive Direc	\$100,298	<b>\$116,573</b>	2024
<a href="#">Centerpeace Inc</a>	TX	\$218,839	Executive Di	\$21,000	<b>\$23,630</b>	2024
<a href="#">Brothers On A Road Less Traveled Inc</a>	VA	\$219,548	Executive Director	\$74,571	<b>\$83,383</b>	2023
<a href="#">Nueva Luz Foundation</a>	TX	\$220,353	Clinical Director And Board Vp	\$41,667	<b>\$48,269</b>	2023
<a href="#">Narrative Initiatives San Diego</a>	CA	\$223,255	Director	\$21,014	<b>\$20,411</b>	2024
<a href="#">Childrens Grief Center Of The</a>	MI	\$184,323	Executive Dir.	\$67,000	<b>\$80,087</b>	2023
<a href="#">One Recovery</a>	CA	\$226,696	President	\$62,500	<b>\$60,707</b>	2024
<a href="#">Changing Lanes Ministries Inc</a>	OK	\$226,786	Executive Direc	\$104,041	<b>\$128,866</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Counseling Center Of Highlands</a>	NC	\$227,552	Executive Director	\$35,299	<b>\$41,027</b>	2024
<a href="#">Serenity Life Resource Center Inc</a>	MO	\$179,638	Executive Director	\$70,920	<b>\$84,493</b>	2024
<a href="#">On Our Own Of Anne Arundel County</a>	MD	\$179,302	Executive Di	\$56,780	<b>\$61,475</b>	2023
<a href="#">Heart Tones Inc</a>	TX	\$232,702	President	\$71,334	<b>\$82,636</b>	2023
<a href="#">Counselors Obediently Preventing Substance Abuse</a>	MO	\$175,949	Exeuctive Director	\$21,675	<b>\$26,586</b>	2023
<a href="#">Nami Of Washington County Inc</a>	WI	\$236,311	Executive Di	\$65,000	<b>\$76,359</b>	2024
<a href="#">Children Are A Gift Foundation</a>	TX	\$171,045	Former Exec Dir	\$13,063	<b>\$14,698</b>	2024
<a href="#">Path Of Life</a>	WA	\$239,938	Executive Di	\$67,725	<b>\$68,205</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	82 organizations. Compensation range \$9,108–\$216,157; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$204,787); for reference, expenses \$176,125 and assets \$93,795.
ROLE MATCH	Caitlin Doughty, reported title "CEO", 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**      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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	4 <sup>th</sup>
All sources (D + E + F), adjusted	0 <sup>th</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 (Caitlin Doughty) 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 82 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,800 is reasonable (approximately the 0<sup>th</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.