

Refugee Relief

Executive Director / CEO

This analysis benchmarks the total compensation of **Scott Steinloski, Executive Director / CEO** (\$13,200) against **every comparable organization** that fit the selection criteria — **156** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

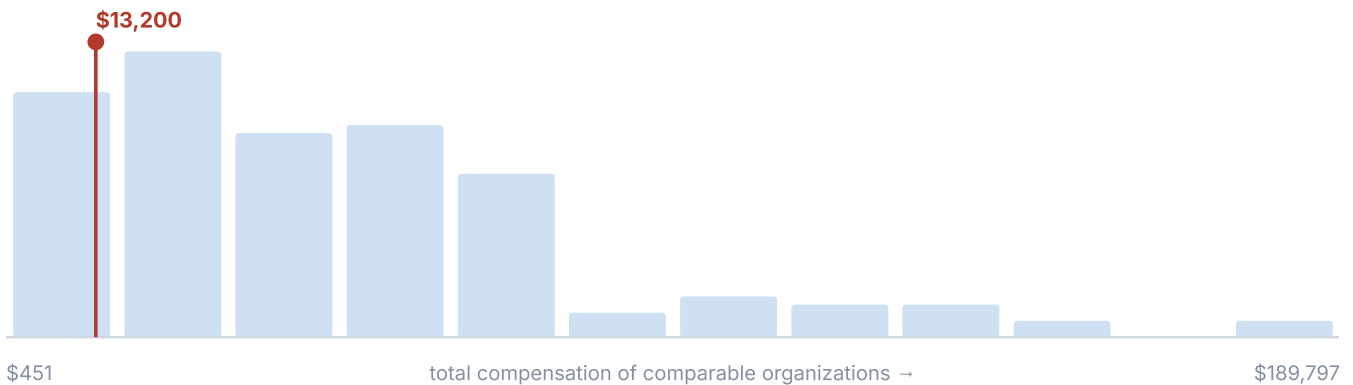
Benchmarked executive: Scott Steinloski — reported title “President and CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

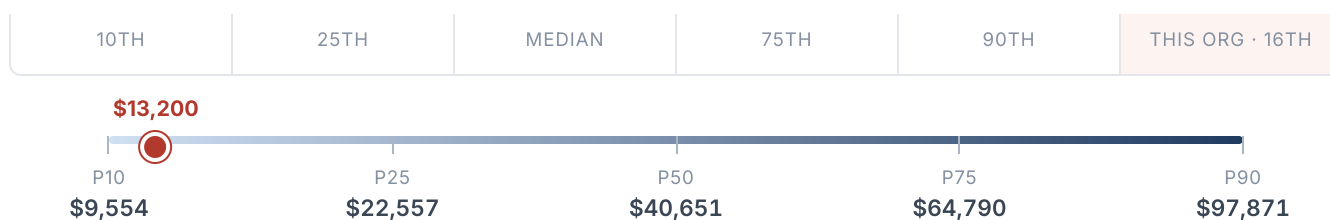
SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$143,757 and \$321,844 — 0.67x to 1.50x the subject's \$214,563 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

156 organizations qualified on sector, size, and geography → **156** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,554	\$22,557	\$40,651	\$64,790	\$97,871	\$13,200
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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
Swisscontact North America Inc	NY	\$214,386	Project Director	\$148,777	\$150,160	2024
Open Door Haiti Inc	FL	\$214,742	President	\$10,000	\$10,802	2023
Elizabeth's Voice Inc	TX	\$213,569	President	\$10,160	\$11,687	2023
Empact Northwest	WA	\$213,249	Executive Director	\$25,071	\$25,812	2023
Because Of Hope	CA	\$213,002	President/exec Director	\$42,000	\$40,508	2024
Safe Harbor International Relief	CA	\$211,451	President & Ceo	\$9,000	\$8,680	2024
Hope For The Silent Voices	IL	\$211,099	President	\$49,500	\$55,960	2023
Touch The Nations	NE	\$218,103	President	\$8,950	\$11,069	2023
His Children International Corp	FL	\$218,477	President	\$60,000	\$64,816	2023
Holistic Christian Ministry	TX	\$210,264	Ceo	\$50,500	\$56,423	2024
Cattle For Christ International Inc	AL	\$218,962	President	\$79,000	\$98,142	2023
Zeelo Inc	KS	\$220,438	Director	\$106,000	\$127,907	2024
99 Farmers	TN	\$208,366	Execuitve Director	\$105,000	\$123,276	2024
Least Of These Ministries Inc	MD	\$222,248	President & Executive Director	\$42,600	\$44,484	2024
Iglesia Ministerios De Reconciliacion Internacion	TN	\$206,670	Pastor	\$37,000	\$43,440	2024
Israel Chai Foundation Inc	MA	\$206,084	President	\$60,000	\$60,222	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Deaf Worlds Inc	DC	\$205,729	Executive Di	\$57,689	\$56,544	2024
Impact Burundi	MI	\$205,552	Executive Director	\$66,606	\$74,808	2025
All Things New Inc	FL	\$223,630	Formerpresident	\$36,667	\$38,474	2024
Hands Of Hope	SC	\$223,889	President	\$22,864	\$26,642	2024
Water Compass Inc	MA	\$205,018	Board Chair And Executive Director	\$36,000	\$37,200	2023
Global Effect Ministries	CA	\$203,401	President	\$17,499	\$16,877	2024
American Medical Institute Inc	TX	\$225,800	Director/manager	\$55,207	\$61,682	2024
Go Near Ministry	AR	\$202,433	Executive Di	\$27,092	\$35,018	2023
Hope For The World India Inc	GA	\$202,215	President	\$41,600	\$46,719	2024

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.

Sample, role match & sensitivity

PEER COUNT	156 organizations. Compensation range \$451–\$189,797; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$214,563); for reference, expenses \$63,658 and assets \$44,975. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Scott Steinloski, reported title " <i>President and CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 7 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	16 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	16 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 (Scott Steinloski) 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 13, 2026, comparing compensation against 156 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,200 is reasonable (approximately the 16th 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 13, 2026.