

Camp Journey Nw

Executive Director / CEO

EIN 862051897

WA · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Belinda Jacobsen, Executive Director / CEO** (\$33,472) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Belinda Jacobsen — reported title “Non-voting Board Member”, 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 (O50).

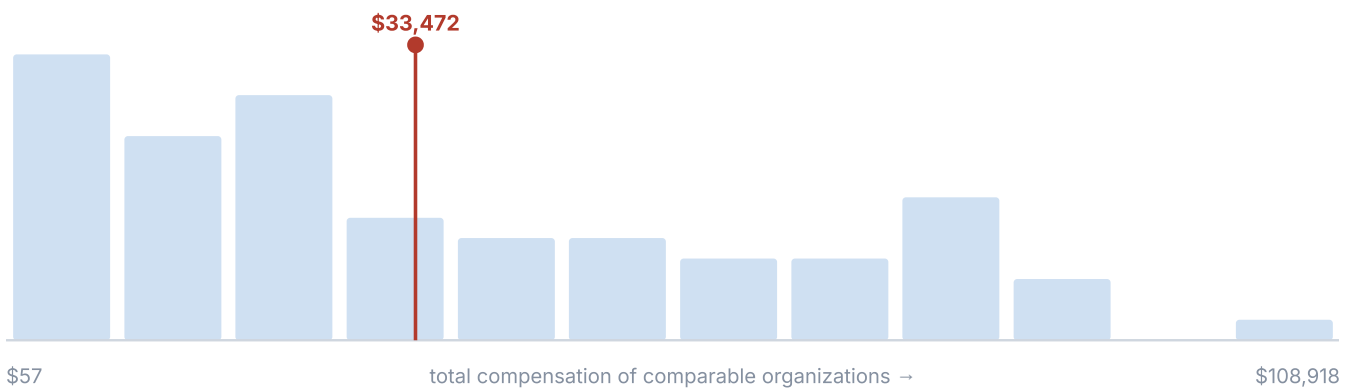
BUDGET Total revenue between \$68,114 and \$152,496 — 0.67x to 1.50x the subject's \$101,664 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography

→ **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,612	\$11,500	\$26,122	\$59,462	\$77,616	\$33,472
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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
Back 2 Basics Ministry	TX	\$100,975	President	\$27,027	\$30,197	2024
Urban 360	CA	\$99,700	President	\$25,600	\$25,420	2023
Northern Lights Youth Services Inc	ND	\$99,473	Executive Director	\$24,000	\$30,287	2023
The Outstanding Youth Awards	SC	\$103,945	Oya Founder & Executive Director	\$10,033	\$11,691	2024
Pure Productions Inc	TX	\$103,993	Director, President	\$94,688	\$108,918	2023
Make Momma Proud	IL	\$99,223	President	\$3,400	\$3,843	2023
Camp Quest Inc	SC	\$104,105	Executive Director	\$76,378	\$88,998	2024
Tfd Soccer Limited	NY	\$104,726	Treasurer	\$11,308	\$11,750	2023
Legacy Makers Inc	NY	\$105,000	Executive Director	\$24,000	\$24,939	2023
Clay Soper Memorial Fund Inc	MA	\$97,683	President	\$25,000	\$25,833	2023
Youth Voices Center Inc	NY	\$105,654	Exec Director/president	\$60,760	\$63,136	2023
Wolfpack Wrestling Club Inc	NC	\$105,742	Director	\$15,000	\$17,311	2024
Reborn Minds Inc	GA	\$97,343	Executive Director	\$32,880	\$36,926	2024
Sheriffs Youth Project	MN	\$107,096	Gmblg Mgr-board	\$9,600	\$10,595	2024
Leaving The Streets Ministries Inc	MA	\$96,213	President	\$39,700	\$41,024	2023
Adelante Youth Alliance	CA	\$107,878	Executive Dir.	\$79,375	\$78,817	2023
Replay Outreach Inc	FL	\$108,681	Director Of	\$55,000	\$57,710	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Happiness Through Horses	CO	\$94,375	Executive Director	\$6,135	\$6,764	2023
United For Youth Nfp	IL	\$93,472	Scout Executive	\$17,335	\$19,035	2024
Reach Center	CA	\$93,302	President/director	\$2,500	\$2,411	2024
Saginaw S T E M	MI	\$110,368	President	\$52,000	\$61,720	2023
The Parent Help Center Inc	FL	\$110,838	Ceo	\$65,000	\$68,203	2024
Yo Art Inc	SC	\$111,567	Executive Director	\$31,875	\$38,238	2023
Community Transitions Inc	MD	\$91,593	Ceo	\$25,016	\$26,122	2024
Inspire S-ve Inc	NY	\$91,587	Director Of Cfc	\$19,698	\$19,881	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	71 organizations. Compensation range \$57–\$108,918; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$101,664); for reference, expenses \$158,117 and assets \$280,400. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Belinda Jacobsen, reported title <i>"Non-voting Board Member"</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	58 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 (Belinda Jacobsen) 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 71 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,472 is reasonable (approximately the 59th 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.