

# Captain Joseph House Foundation

Executive Director / CEO

EIN 900750720

WA · NTEE F99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Betsy Reed Schultz, Executive Director / CEO** (\$40,434) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

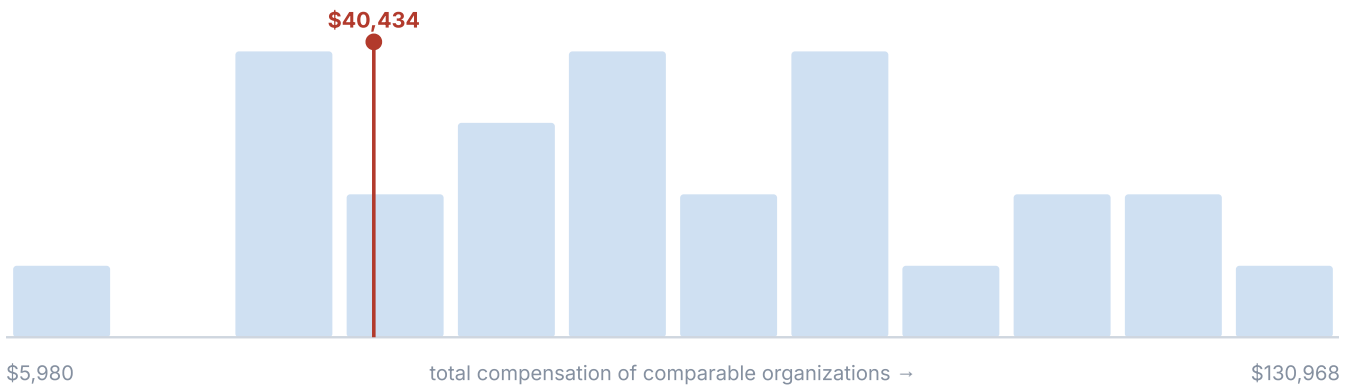
**Benchmarked executive:** Betsy Reed Schultz — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F99).
BUDGET	Total revenue between \$136,308 and \$305,167 — 0.67x to 1.50x the subject's \$203,445 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F99), nationwide + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$30,806	\$45,429	\$65,744	\$86,622	\$108,791	\$40,434
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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="#">Prepare To Change Child And Family</a>	CA	\$203,133	President/ce	\$6,200	<b>\$5,980</b>	2024
<a href="#">Solutions Oriented Addiction Response</a>	WV	\$203,111	Co-director	\$38,998	<b>\$48,556</b>	2023
<a href="#">Arlee Rehabilitation Center</a>	MT	\$209,898	Program Director	\$46,492	<b>\$57,629</b>	2023
<a href="#">The Mcclean Fletcher Center Inc</a>	MS	\$212,869	Executive Director	\$51,827	<b>\$62,810</b>	2025
<a href="#">Teens4teens Help</a>	CA	\$215,165	Co-founder	\$72,000	<b>\$69,442</b>	2024
<a href="#">Utah Statewide Independent Living</a>	UT	\$186,941	Executive Di	\$69,511	<b>\$79,462</b>	2024
<a href="#">Mujeres Conectadas Inc</a>	IN	\$174,790	President	\$56,833	<b>\$66,942</b>	2024
<a href="#">House Of Hope Of Washington County</a>	OH	\$173,352	Executive Director	\$26,849	<b>\$31,763</b>	2024
<a href="#">Nami Yolo County</a>	CA	\$237,958	Executive Director	\$87,400	<b>\$86,785</b>	2023
<a href="#">Made Of Millions Foundation Inc</a>	NY	\$242,670	Executive Director/chair Of The Board	\$29,073	<b>\$29,343</b>	2024
<a href="#">Experience Nature Unplugged</a>	CA	\$153,394	Executive Director	\$54,250	<b>\$52,323</b>	2024
<a href="#">Forever Friendship Drop-in</a>	MI	\$151,123	Executive Director	\$39,520	<b>\$44,387</b>	2025
<a href="#">Foundation Thinkagain</a>	CA	\$146,736	President/exec. Director	\$109,641	<b>\$105,746</b>	2024
<a href="#">Dmax Foundation</a>	PA	\$269,972	Executive Di	\$100,719	<b>\$115,499</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Healing Hoofbeats Of Ct Inc</a>	CT	\$271,558	Executive Director	\$78,000	<b>\$84,098</b>	2023
<a href="#">Unity Hall</a>	CA	\$275,819	Chairperson	\$112,628	<b>\$111,836</b>	2023
<a href="#">Lower Shore Friends Inc</a>	MD	\$277,577	Executive Director	\$64,911	<b>\$69,784</b>	2023
<a href="#">Intouch Outreach Resource Ctr</a>	IN	\$280,000	Executive Director For Programs	\$108,000	<b>\$130,968</b>	2023
<a href="#">Mental Health Services Of Snohomish</a>	WA	\$283,668	President/ceo, Compass Health	\$29,848	<b>\$29,848</b>	2024
<a href="#">Itp International</a>	CA	\$284,778	President	\$86,742	<b>\$86,132</b>	2023
<a href="#">Operation Happy Nurse</a>	VA	\$286,417	Founder/principal Officer	\$39,000	<b>\$43,302</b>	2023
<a href="#">Intentions</a>	NC	\$289,140	Director	\$30,000	<b>\$35,645</b>	2023
<a href="#">Mental Health News Education Inc</a>	MA	\$290,736	Executive Di	\$103,219	<b>\$100,930</b>	2025
<a href="#">How To Read Your Baby</a>	CO	\$295,443	Executive Director	\$88,620	<b>\$94,913</b>	2024
<a href="#">The Ark Foundation</a>	CA	\$297,592	President	\$62,219	<b>\$60,009</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT 26 organizations. Compensation range \$5,980–\$130,968; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$203,445); for reference, expenses \$255,554 and assets \$2,078,403.

**ROLE MATCH** Betsy Reed Schultz, reported title "*Executive Dir.*", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	19 <sup>th</sup>
All sources (D + E + F), adjusted	15 <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 (Betsy Reed Schultz) 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 26 similarly situated organizations (Same NTEE sector (F99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,434 is reasonable (approximately the 19<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.