

Mental Health Services Of Snohomish

Executive Director / CEO

EIN 911442572

WA · NTEE F99Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tom Sebastian, Executive Director / CEO** (\$29,848) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Tom Sebastian — reported title “PRESIDENT/CEO, COMPASS HEALTH”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (F99Z).

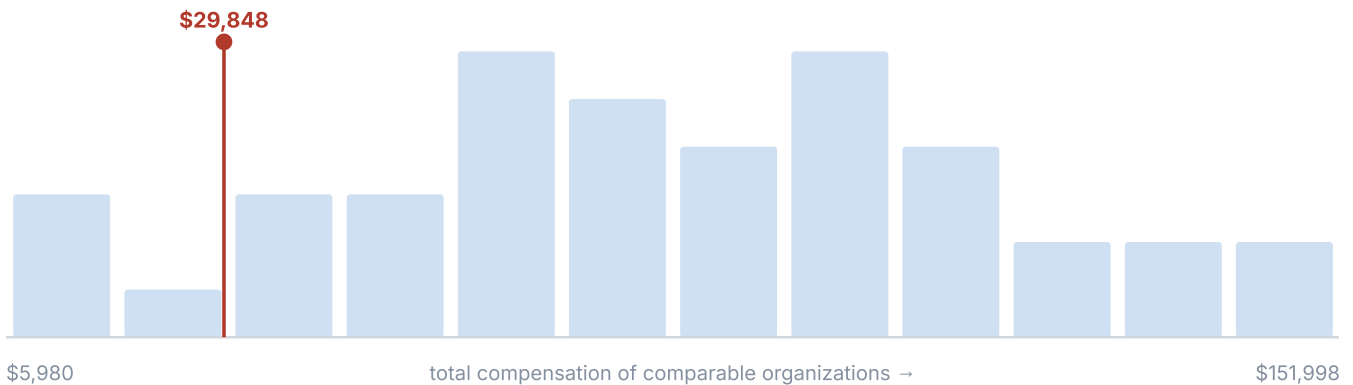
BUDGET Total revenue between \$190,057 and \$425,502 — 0.67x to 1.50x the subject's \$283,668 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F99), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography

→ **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$33,761	\$54,788	\$75,752	\$100,930	\$124,599	\$29,848
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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
Itp International	CA	\$284,778	President	\$86,742	\$86,132	2023
Operation Happy Nurse	VA	\$286,417	Founder/principal Officer	\$39,000	\$43,302	2023
Intouch Outreach Resource Ctr	IN	\$280,000	Executive Director For Programs	\$108,000	\$130,968	2023
Intentions	NC	\$289,140	Director	\$30,000	\$35,645	2023
Lower Shore Friends Inc	MD	\$277,577	Executive Director	\$64,911	\$69,784	2023
Mental Health News Education Inc	MA	\$290,736	Executive Di	\$103,219	\$100,930	2025
Unity Hall	CA	\$275,819	Chairperson	\$112,628	\$111,836	2023
How To Read Your Baby	CO	\$295,443	Executive Director	\$88,620	\$94,913	2024
Healing Hoofbeats Of Ct Inc	CT	\$271,558	Executive Director	\$78,000	\$84,098	2023
Dmax Foundation	PA	\$269,972	Executive Di	\$100,719	\$115,499	2023
The Ark Foundation	CA	\$297,592	President	\$62,219	\$60,009	2024
First Aid Arts	WA	\$304,007	Board Member	\$62,694	\$64,546	2023
Free To Smile Foundation Inc	OH	\$305,209	Executive Director	\$120,260	\$142,268	2024
Alliance180 Inc	NY	\$306,877	Founder And Director	\$48,461	\$50,356	2023
Breaking The Silence New Mexico	NM	\$309,573	Executive Dir.	\$63,057	\$75,752	2024
Employee Assistance Program Of Warren	NY	\$312,220	Executive Dir. Effective	\$108,890	\$113,148	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Chaplain Corps	CA	\$313,397	Exec. Director	\$76,310	\$73,599	2024
Faithbridge Portland	OR	\$320,862	President	\$129,162	\$137,930	2023
St Bernard Parish Adult Drug Court Inc	LA	\$324,421	Daigle	\$58,811	\$74,468	2023
Made Of Millions Foundation Inc	NY	\$242,670	Executive Director/chair Of The Board	\$29,073	\$29,343	2024
Comeback Yoga	CO	\$325,609	Executive Director	\$106,420	\$113,976	2024
Nami Yolo County	CA	\$237,958	Executive Director	\$87,400	\$86,785	2023
Insight Treatment Program Inc	AL	\$350,179	Executive Di	\$67,192	\$81,078	2024
Kevins Song A Nonprofit Community	MI	\$351,952	Executive Dir.	\$54,087	\$62,355	2024
Teens4teens Help	CA	\$215,165	Co-founder	\$72,000	\$69,442	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 41 organizations. Compensation range \$5,980–\$151,998; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$283,668); for reference, expenses \$439,029 and assets \$443,279. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Tom Sebastian, reported title "*PRESIDENT/CEO, COMPASS HEALTH*", 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Tom Sebastian) 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 41 similarly situated organizations (Same NTEE sector (F99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,848 is reasonable (approximately the 10th 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.