

Grays Harbor Ems Council Inc

Executive Director / CEO

EIN 911529442

WA · NTEE E60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Louisa Schreier, Executive Director / CEO** (\$40,057) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

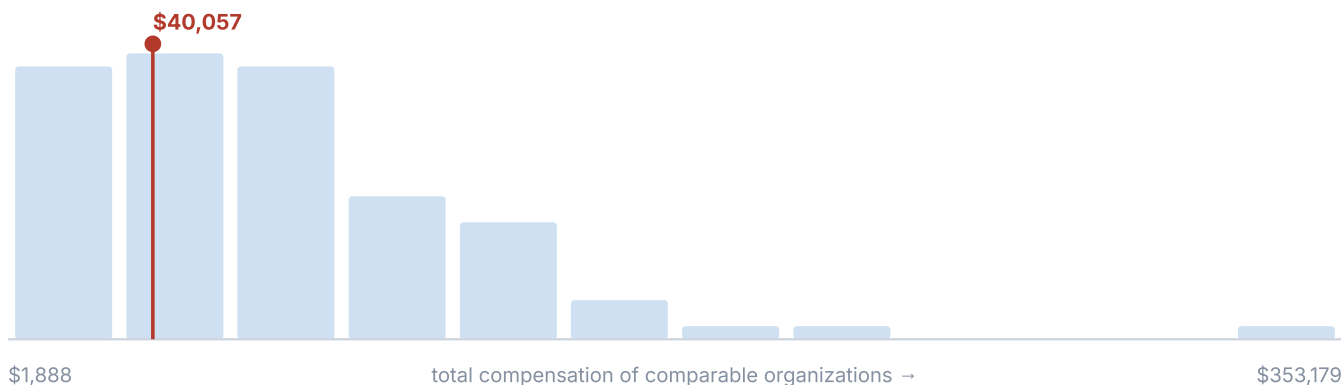
Benchmarked executive: Louisa Schreier — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$172,963 and \$387,232 — 0.67x to 1.50x the subject's \$258,155 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography → **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,494	\$34,973	\$63,026	\$95,999	\$129,155	\$40,057
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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
T2 Fitness Foundation	VA	\$258,061	Executive Director	\$26,808	\$28,911	2023
Equihope	TX	\$258,851	Officer	\$66,652	\$72,333	2024
Replay For Kids	OH	\$259,886	President	\$16,525	\$19,549	2023
The Ability Center Of Southern Nevada	NV	\$256,018	President	\$57,500	\$62,529	2024
Cierra Sisters	WA	\$260,526	Ceo	\$70,800	\$70,800	2023
California Alliance Of Caregivers	CA	\$260,824	Executive Director	\$64,333	\$62,048	2023
Kids And Paper	TX	\$253,973	Executive Director	\$112,000	\$125,136	2023
The Care Project Inc	CA	\$262,416	Secretary	\$19,897	\$18,639	2024
Lunenburg Health Service Inc	VA	\$262,565	Secretary	\$20,280	\$21,243	2024
Tundra Health Initiative Corp	AK	\$262,597	President/treasurer	\$28,725	\$29,794	2024
Spark Ministries Inc	KY	\$252,119	Ceo	\$31,679	\$36,924	2024
Health Care For All Oregon	OR	\$264,676	Executive Director	\$78,929	\$79,521	2024
Indiana Community Health Worke	IN	\$266,886	Board Member	\$99,198	\$113,491	2024
Welcome Wellness Health Ed Resource Ctr	MO	\$248,547	Executive Director	\$87,711	\$103,763	2023
Seattle Musicians Access To Sustainable Healthcare	WA	\$247,432	Executive Director	\$132,408	\$128,609	2024
The Partnership For A Healthier Carroll	MD	\$247,288	Director/exec Dir/president	\$10,737	\$11,212	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Panhandle Forensic Nurse Specialists	FL	\$246,282	Secretary	\$1,852	\$1,888	2024
Health For Everyone	CA	\$270,756	Director Of Clinic	\$9,100	\$8,525	2024
Nature Nurture Farmacy	WA	\$274,054	Executive Director	\$46,800	\$45,457	2024
Right To Heal	OR	\$274,480	Executive Dir.	\$44,366	\$46,019	2023
Columbus Regional Diagnostics	NC	\$241,477	Ceo	\$51,560	\$57,798	2024
Earl Youngs Team	TX	\$239,567	Director	\$17,000	\$18,449	2024
The Aphasia Project	NC	\$276,779	Prior Ed	\$59,665	\$66,883	2024
Albany Area Ems Inc	WI	\$278,295	President	\$13,762	\$15,592	2024
Community Partners-two Harbors Living At Home Block Nurse Program	MN	\$280,300	Executive Director	\$69,049	\$74,020	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 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 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	90 organizations. Compensation range \$1,888–\$353,179; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$258,155); for reference, expenses \$280,157 and assets \$457,443.
ROLE MATCH	Louisa Schreier, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	30 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	24 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 (Louisa Schreier) 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 90 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,057 is reasonable (approximately the 30th 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.