

The Arc Of Grays Harbor

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Jeff Meeks, Executive Director / CEO** (\$53,321) against **every comparable organization** that fit the selection criteria — **289** 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

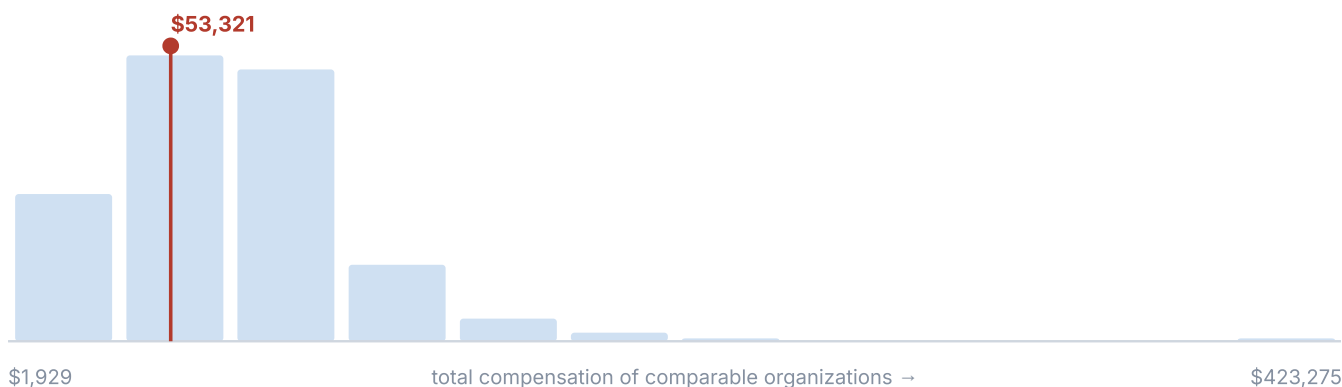
Benchmarked executive: Jeff Meeks — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$289,448 and \$648,019 — 0.67x to 1.50x the subject's \$432,013 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

289 organizations qualified on sector, size, and geography → **289** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,742	\$47,154	\$70,218	\$92,275	\$111,612	\$53,321
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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
Mad River Valley Ambulance Service	VT	\$430,889	Rescue Coord	\$7,989	\$9,247	2023
Nebraska Indian Child Welfare Coali	NE	\$433,315	Interim Ed	\$56,609	\$68,006	2024
Ray Of Light Farm Inc	CT	\$434,039	President	\$14,900	\$16,065	2023
Raise Texas	TX	\$434,313	Executive Director	\$173,217	\$199,249	2023
Social Creatures Inc	NY	\$435,755	Executive Dir.	\$48,811	\$50,720	2023
Bit Of Hope Ranch Inc	NC	\$428,244	Executive Dir.	\$45,240	\$52,211	2024
Friends Of Transitions Guatemala	CA	\$428,236	Chief Financial Officer	\$2,000	\$1,929	2024
Providence Village Of Rhode Island	RI	\$428,180	Executive Dir.	\$83,204	\$91,745	2023
Partnership 4 Hope Inc	NE	\$436,000	Executive Director	\$16,430	\$20,320	2023
Build Missouri Health	MO	\$428,014	President & Ceo	\$24,284	\$28,728	2024
Horseplay Therapy Center Inc	FL	\$436,405	President	\$67,250	\$70,564	2024
Memory Cafe Of The Red River Valley	ND	\$437,624	Executive Director	\$72,446	\$88,799	2024
Gotta Be Me Inc	NE	\$425,775	Executive Dir.	\$66,000	\$79,288	2024
Dallas Hearing Foundation Inc	TX	\$424,486	Development Director	\$105,600	\$117,985	2024
2nd Mile Ministries Inc	FL	\$423,112	Executive Dir.	\$50,018	\$52,483	2024
Triniteam Inc	WI	\$442,089	Executive Director	\$127,822	\$149,103	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Guardianship Care Group Inc	FL	\$442,391	Director/employee	\$56,181	\$57,430	2025
New York State Independent Living	NY	\$442,465	Executive Di	\$83,387	\$84,162	2024
Quad Cities Open Network Inc	IL	\$443,206	Director	\$70,508	\$79,711	2023
Circle Of Friends Inc	GA	\$443,345	Supportive Employment Manager	\$43,899	\$49,301	2024
Independence 1st Owner Corp	NY	\$419,699	Ceo	\$81,429	\$82,186	2024
I-58 Mission Inc	GA	\$419,527	Executive Di	\$47,905	\$55,389	2023
Love Overwhelming	WA	\$446,381	Executive Director	\$64,800	\$64,800	2024
Phenomenal She	WA	\$447,261	President And Ceo	\$76,794	\$79,062	2023
Refuge City	TX	\$416,586	Ceo, Board M	\$113,750	\$127,091	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 289 organizations. Compensation range \$1,929–\$423,275; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$432,013); for reference, expenses \$454,985 and assets \$809,739.

ROLE MATCH Jeff Meeks, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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)	35 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	25 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 (Jeff Meeks) 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 10, 2026, comparing compensation against 289 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,321 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 10, 2026.