

Pierce County Coalition For

Executive Director / CEO

EIN 912153695

WA · NTEE P82

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Bethann Garteiz, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **97** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Bethann Garteiz — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P82).

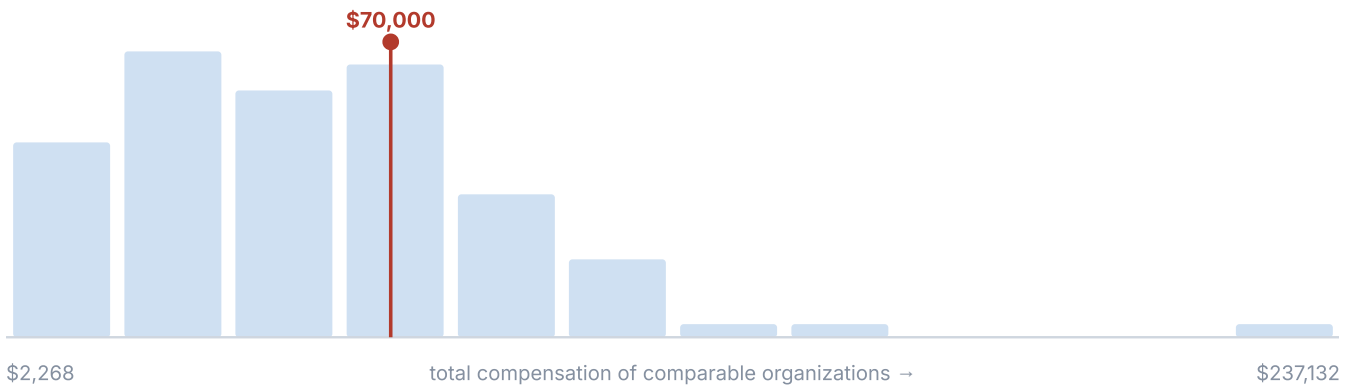
BUDGET Total revenue between \$203,004 and \$454,488 — 0.67x to 1.50x the subject's \$302,992 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

97 organizations qualified on sector, size, and geography

→ **97** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,053	\$32,699	\$51,755	\$78,136	\$97,449	\$70,000
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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
Capable Kids Foundation Inc	TX	\$301,684	Execuive Director	\$78,805	\$85,521	2024
Catholic Coalition For Special	MD	\$300,534	Executive Director	\$24,150	\$24,495	2024
Chez Nous Inc	CT	\$306,869	Exec Dir/pre	\$37,917	\$39,709	2023
Freedom Farm	MN	\$309,114	President	\$71,060	\$78,426	2023
Twb Residential Opportunities II Inc	NY	\$309,773	Ceo/vice President	\$52,793	\$51,755	2024
Learning On The Log	GA	\$292,874	Executive Dir.	\$20,000	\$21,817	2024
Washoe Ability Resource Center	NV	\$288,621	President/ Ceo Ex-officio	\$218,059	\$237,132	2024
Dreams Come True Inc	TX	\$317,541	President	\$72,000	\$78,136	2024
Speaking Up For Us	ME	\$320,069	Executive Director	\$78,108	\$84,852	2024
Athletes Without Limits	OR	\$283,783	Board Of Directors	\$2,550	\$2,754	2022
Fairfield Center Of Hope	OH	\$322,379	Executive Director	\$52,415	\$60,228	2024
Faces Of Courage Foundation Inc	FL	\$282,004	Ceo	\$95,385	\$97,213	2024
Shared Support Maryland Inc	MD	\$280,339	Executive Dir.	\$65,302	\$66,233	2024
Lucky Project	UT	\$279,993	President	\$39,000	\$44,583	2023
Tri-state Independent Blind Society Inc	IA	\$328,076	President	\$32,663	\$38,800	2024
Missouri Inclusive Housing	MO	\$275,431	Secretary	\$50,000	\$55,973	2025
Lifetime Care Foundation For Jewish Disabled	NY	\$331,210	Ceo	\$2,247	\$2,268	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cura Personalis Project Inc	MD	\$272,993	Program Director & Co-founder	\$99,496	\$103,897	2023
Possibility Place	TN	\$271,742	Executive Dir.	\$35,083	\$38,976	2025
The Arc Washington County Inc	PA	\$270,228	Executive Director	\$94,985	\$102,763	2024
Nest Academy Rva	VA	\$337,063	Executive Director	\$77,115	\$80,779	2024
The King's Table Ministries	MI	\$337,621	Executive Di	\$58,221	\$65,196	2024
Autism Family Services Of Nj	NJ	\$338,599	Chief Executive Officer	\$14,749	\$14,287	2024
New Beginnings Community Center Inc	NY	\$338,954	President	\$12,100	\$11,862	2024
Needs Of The Community Society	WA	\$340,160	Presidentex Director	\$55,200	\$53,616	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 97 organizations. Compensation range \$2,268–\$237,132; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$302,992); for reference, expenses \$331,190 and assets \$2,026,819.

ROLE MATCH Bethann Garteiz, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 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	68 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	57 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 (Bethann Garteiz) 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 97 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 68th 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.