

North-northeast Business

Executive Director / CEO

EIN 930843715
 OR · NTEE P20
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **John Washington, Executive Director / CEO** (\$170,264) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 100th percentile of comparable organizations above the 90th percentile — board review recommended

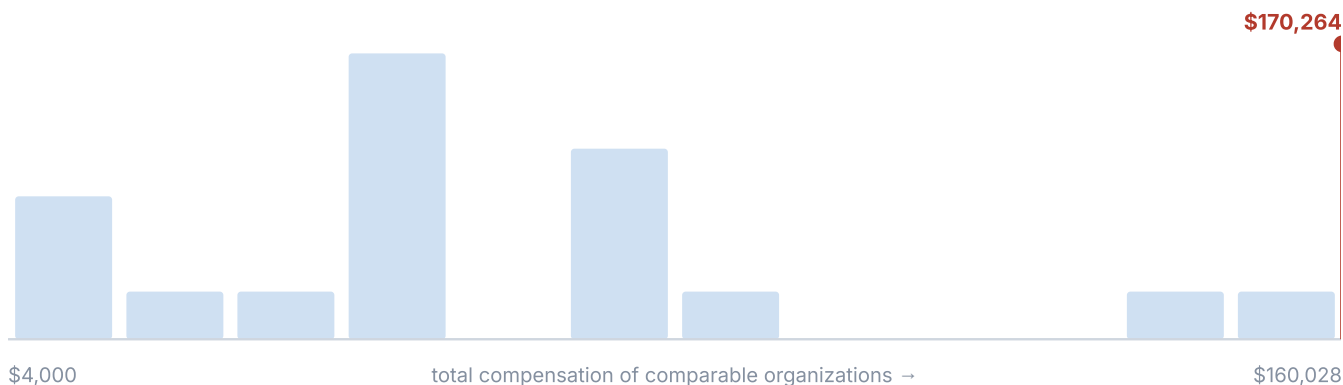
Benchmarked executive: John Washington — reported title “President ED”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$293,859 and \$657,895 — 0.67x to 1.50x the subject's \$438,597 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + OR + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,995	\$43,096	\$48,940	\$76,092	\$99,908	\$170,264
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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 OR 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
Christian Chefs International	OR	\$429,255	President	\$51,615	\$48,842	2025
Family Assistance And Resource Center Group Inc	OR	\$422,291	Executive Director	\$7,100	\$7,100	2023
Farmers Ending Hunger	OR	\$458,002	Executive Director	\$43,992	\$42,730	2024
Kathys Place	OR	\$461,846	Executive Director And Secretary	\$49,038	\$49,038	2023
Chicktech	OR	\$409,630	Executive Director	\$79,512	\$77,231	2024
Teras Intervention And Counseling	OR	\$391,466	Ceo/treasure	\$164,755	\$160,028	2024
Crush Athletics	OR	\$497,327	Chief Exec Officer	\$4,000	\$4,000	2023
East County Solutions Inc	OR	\$360,374	Executive Dir.	\$6,749	\$6,749	2023
Families First Of Grant County Inc	OR	\$518,059	Executive Director	\$76,801	\$72,675	2025
Family Promise Of Metro East	OR	\$353,995	Executive Di	\$85,168	\$82,725	2024
Roseburg Dream Center Inc	OR	\$538,355	Director	\$45,500	\$44,195	2024
Bridge Pomoja	OR	\$546,089	Ceo	\$30,199	\$29,333	2024
Hosea Youth Services	OR	\$549,062	Executive Dir.	\$86,520	\$81,872	2025
Beaverton Resource Center	OR	\$307,610	Executive Director	\$140,000	\$140,000	2023
Creswell Clubhouse	OR	\$303,738	Executive Director	\$50,641	\$47,920	2025
Anima Mundi Productions	OR	\$294,358	Executive Director	\$47,000	\$47,000	2023
Helping Hands International Inc	OR	\$583,659	Executive Dir.	\$73,080	\$70,983	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Golden Rule Reentry	OR	\$629,194	Executive Director	\$52,414	\$52,414	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	18 organizations. Compensation range \$4,000–\$160,028; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$438,597); for reference, expenses \$894,795 and assets \$197,511. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	John Washington, reported title " <i>President ED</i> ", 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.
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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	94 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 (John Washington) 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 18 similarly situated organizations (Same NTEE sector (P20) + OR + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$170,264 is reasonable (approximately the 100th 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.