

Joseph Campbell Foundation

Executive Director / CEO

EIN 990285097

CA · NTEE A77Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Bucher, Executive Director / CEO** (\$84,000) against the **2000** closest of **3,047** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

Benchmarked executive: John Bucher — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

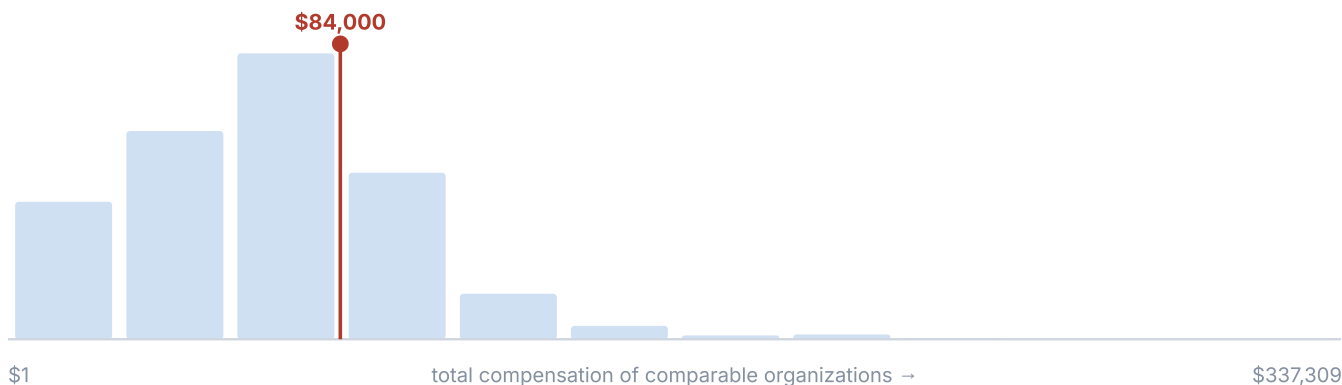
SECTOR Organizations sharing the subject's NTEE classification (A77Z).

BUDGET Total revenue between \$270,468 and \$605,527 — 0.67x to 1.50x the subject's \$403,685 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

3,047 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$19,136	\$41,165	\$65,002	\$86,885	\$107,736	\$84,000
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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 CA 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
Senderos	CA	\$403,770	Executive Dir.	\$20,625	\$21,234	2023
Cultural Coalition Inc	AZ	\$403,582	Executive Dir.	\$62,292	\$69,378	2024
Capitol Theatre Center Foundation	PA	\$403,559	Executive Di	\$47,796	\$55,198	2024
Yellow Tree Theatre	MN	\$403,540	Executive Artistic Director	\$66,128	\$73,720	2025
International Muslim Outreach Inc	FL	\$403,502	Executive Director	\$110,000	\$119,671	2024
Wave Pool Corp	OH	\$403,451	Interim Executive Director	\$71,738	\$87,992	2024
El Buen Samaritano Radio Ministry	CA	\$404,005	Ceo	\$35,750	\$35,750	2024
Dance Fremont	WA	\$403,095	Executive Dir.	\$39,654	\$41,115	2024
Joseph's House Holding Corporation	NJ	\$403,006	Executive Dir.	\$136,362	\$140,995	2024
Pacific Community Of Alaska	AK	\$402,914	Executive Director	\$100,300	\$114,331	2023
45th Parallel	OR	\$404,538	Executive Dir.	\$3,322	\$3,480	2025
Hot House West	UT	\$402,831	Executive Di	\$22,936	\$27,185	2024
Regina Klenjoski Dance Company	CA	\$402,715	Executive Dir.	\$42,000	\$42,000	2024
Gates Chili Color Guard Parents Inc	NY	\$404,683	Executive Director	\$12,366	\$13,323	2023
Tropicalfete Inc	NY	\$402,617	President	\$2,000	\$2,155	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
French American Museum Exchange Inc	CT	\$402,616	Exec Directo	\$102,183	\$110,953	2024
Indian Cultural Heritage Foundation	TX	\$404,841	Executive Di	\$17,000	\$20,275	2023
Chapparells Baton & Drum Corps Inc	OH	\$402,428	President	\$18,720	\$22,962	2024
Lukaba Productions	IL	\$402,338	Executive Director	\$75,000	\$85,389	2024
Amelia Park Children's Museum Inc	MA	\$402,328	Executive Director	\$14,306	\$15,328	2023
Kaleidoscope Chamber Orchestra	CA	\$405,189	President	\$40,000	\$41,181	2023
Charlotte Art League Inc	NC	\$402,149	Executive Dir.	\$13,077	\$15,648	2024
River Arts Of Morrisville Inc	VT	\$402,100	Executive Dir.	\$64,033	\$74,639	2024
Ballet Frontier Of Texas	TX	\$405,308	Artistic Director	\$47,375	\$54,881	2024
Skylight Theatre Company	CA	\$405,316	Executive Director	\$85,000	\$85,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 2000 organizations. Compensation range \$1–\$337,309; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$403,685); for reference, expenses \$376,703 and assets \$221,723.

ROLE MATCH	John Bucher, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	72nd
Total compensation (D + F), as reported (no adjustments)	81st
Reportable pay only (column D), adjusted	74th
All sources (D + E + F), adjusted	70th

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 Bucher) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 is reasonable (approximately the 72nd 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.