

Helping Link

Executive Director / CEO

EIN 201988027
 WA · NTEE A70
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Minh-duc Nguyen, Executive Director / CEO** (\$125,517) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

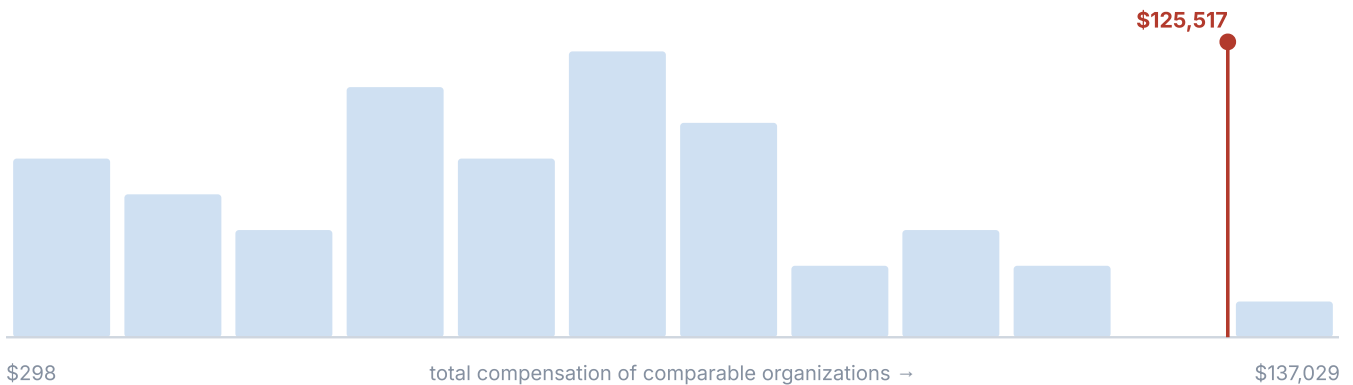
Benchmarked executive: Minh-duc Nguyen — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A70).
BUDGET	Total revenue between \$202,850 and \$454,143 — 0.67x to 1.50x the subject's \$302,762 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A70), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,299	\$33,048	\$56,705	\$71,295	\$96,690	\$125,517
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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
The Aftermath Project Inc	CA	\$303,880	Secretary	\$51,000	\$50,641	2023
Christian Womens Job Corps Of Tyler Inc	TX	\$305,892	Executive Dir.	\$71,340	\$79,707	2024
Association Of Bookmobile &	IA	\$307,645	Executive Director	\$46,519	\$56,891	2024
Arborlea Study Center	TX	\$308,165	Treasurer	\$27,752	\$31,923	2023
Missoula Writing Collaborative	MT	\$309,975	Prev Exec. Dir.	\$34,808	\$41,909	2024
Living Tongues Institute	OR	\$310,319	President	\$42,000	\$44,852	2023
Atlanta Writers Club	GA	\$289,485	Executive Director	\$31,500	\$36,421	2023
Archaeology In The Community	DC	\$316,182	Executive Director	\$54,049	\$54,540	2023
Western Political Science Association	OR	\$288,787	Executive Dir.	\$7,000	\$7,261	2024
The Center For Khmer Studies Inc	DC	\$317,166	President & Ceo	\$50,000	\$50,455	2023
Faulkner Morgan Archive	KY	\$288,069	President & Executive Director	\$52,771	\$65,196	2023
American Comparative Literature	IL	\$285,428	Chief Admin Off	\$85,586	\$96,756	2023
Lama Foundation	NM	\$280,456	Director	\$1,008	\$1,247	2023
Christian Home Educators Assn Of Calif	CA	\$278,232	Treasurer	\$300	\$298	2023
Oregon Hope Chinese School	OR	\$329,095	President	\$73,140	\$78,105	2023
Project Sycamore A Nfp Corporation	TX	\$273,382	Executive Director	\$84,000	\$96,624	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Marine Mills Folk School	MN	\$272,489	Pt Exec Dire	\$23,336	\$26,515	2023
The 1947 Partition Archive	CA	\$333,750	Executive Dir.	\$62,000	\$61,563	2023
Experience Excellence	TX	\$334,637	President	\$60,000	\$67,037	2024
Split This Rock Inc	DC	\$267,649	Director	\$64,281	\$64,866	2023
Henryk Sienkiewicz Polish School Nfp	IL	\$342,361	Prezes	\$7,392	\$8,117	2024
Henry Miller Memorial Library	CA	\$355,492	Executive Dir.	\$107,666	\$106,908	2023
Roaring Fork Center For Community	CO	\$249,768	Executive Director	\$52,772	\$56,519	2024
Zbigniew Herbert Polish Supplementary School Of Li Inc	NY	\$244,930	Principal/ceo	\$17,460	\$17,168	2025
Pulaski County Imagination Library	AR	\$361,644	Interim Executive Director	\$33,889	\$42,547	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 46 organizations. Compensation range \$298–\$137,029; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$302,762); for reference, expenses \$197,834 and assets \$1,064,544.

ROLE MATCH Minh-duc Nguyen, reported title *"Executive Director"*, 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 1 peer 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	98 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 (Minh-duc Nguyen) 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 46 similarly situated organizations (Same NTEE sector (A70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$125,517 is reasonable (approximately the 98th 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.