

Soulumination

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Mckenzie Johnson, Executive Director / CEO** (\$92,084) against **every comparable organization** that fit the selection criteria — **251** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Mckenzie Johnson — 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 \$183,387 and \$410,568 — 0.67x to 1.50x the subject's \$273,712 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

251 organizations qualified on sector, size, and geography → **251** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,887	\$31,859	\$56,496	\$76,473	\$89,933	\$92,084
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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
Willow Womens Center	PA	\$274,523	Executive Director	\$2,946	\$3,187	2024
Pikes Peak Elder Justice Center	CO	\$275,074	Executive Director	\$74,870	\$77,886	2024
Learning 4 Life Farm	OH	\$272,001	Co-director	\$6,010	\$7,110	2023
At Home In Darieninc	CT	\$271,208	Executive Di	\$96,827	\$98,493	2024
Knife Chief Buffalo Nation Society	SD	\$276,827	President	\$1,500	\$1,796	2024
Veterans In Transition Inc	OH	\$277,585	President	\$21,240	\$24,407	2024
Community Counts	AZ	\$269,205	Executive Director	\$34,380	\$36,930	2023
Beyond Survival	WA	\$268,091	Executive Di	\$46,304	\$43,816	2025
Love Inc Of Greater Cushing	OK	\$279,938	Executive Dir.	\$33,296	\$39,776	2024
Ladies In Power	CA	\$267,435	Ceo/director	\$13,333	\$12,859	2023
Prosumers International	TX	\$280,057	Executive Director	\$51,000	\$55,347	2024
Educate Ya Inc	OR	\$267,011	Executive Dir.	\$61,944	\$62,408	2024
The Camp Koinonia Foundation Inc	TN	\$266,596	Past Executive Director	\$87,125	\$99,354	2024
St Croix Mission Outreach Inc	VI	\$281,266	Executive Director	\$65,000	\$63,135	2024
Stirrups N Strides Therapeutic Riding	FL	\$281,514	Officer, Executive Directo	\$29,867	\$30,439	2024
The Next Stop Foundation Inc	GA	\$281,534	President	\$39,900	\$43,524	2024
Homeless Veterans Services Of Dallas Inc	TX	\$281,631	President	\$17,000	\$18,994	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Esther Single Mother Outreach	FL	\$265,496	President	\$32,300	\$32,919	2024
Harrisburg Cultural & Social Servic	MS	\$282,173	Executive Di	\$21,000	\$25,375	2024
Lifeforce In Later Years Inc	NY	\$264,919	Executive Director	\$67,960	\$68,592	2023
City Of Refuge Pulaski Inc	VA	\$282,653	President	\$18,000	\$18,856	2024
The Human-animal Bond Inc	WV	\$264,174	Manager	\$12,000	\$14,096	2024
Muslim Family Services Of Colorado	CO	\$283,497	Executive Director	\$37,550	\$40,216	2023
Camp Patriot Corp	MT	\$263,273	President	\$56,000	\$65,489	2024
Inspire Continuing Care	IL	\$284,691	Executive Director	\$39,600	\$43,484	2023

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	251 organizations. Compensation range \$658–\$411,132; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$273,712); for reference, expenses \$260,713 and assets \$413,539.
ROLE MATCH	Mckenzie Johnson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 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	90 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	81 st

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 (Mckenzie Johnson) 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 13, 2026, comparing compensation against 251 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,084 is reasonable (approximately the 90th 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 13, 2026.