

This analysis benchmarks the total compensation of **Miriam Won, Executive Director / CEO** (\$38,220) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

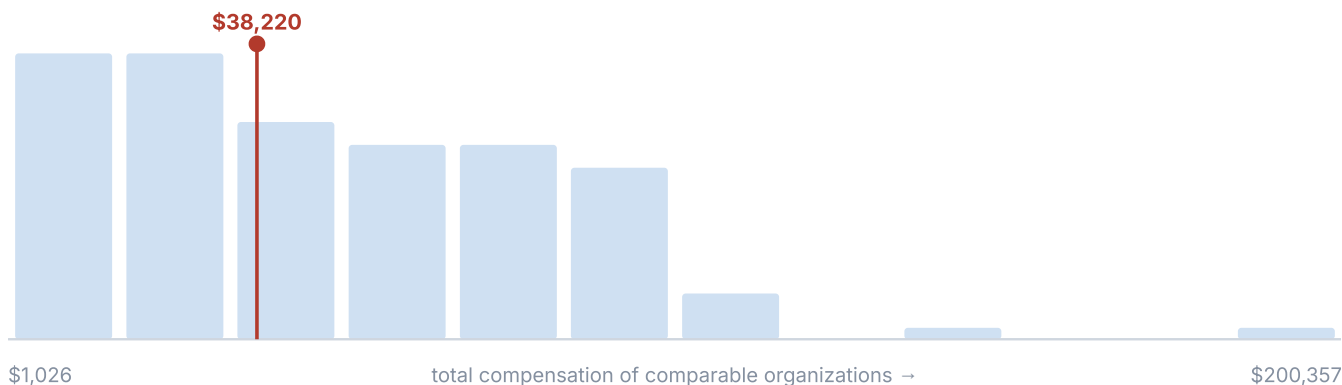
Benchmarked executive: Miriam Won — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$167,906 and \$375,910 — 0.67x to 1.50x the subject's \$250,607 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

124 organizations qualified on sector, size, and geography → **124** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,194	\$24,160	\$44,933	\$72,199	\$93,332	\$38,220
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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
Rooted Wisdom Africa	CO	\$254,549	Executive Dir.	\$74,167	\$76,581	2024
Elevate Nepal Inc	AZ	\$255,218	Officer	\$61,836	\$64,038	2024
Hope 4 Women International	IA	\$245,988	President Ceo	\$14,256	\$17,305	2023
Equip Mozambique	MO	\$245,928	Executive Director	\$47,000	\$55,188	2023
Haiti Reforestation Partnership	VA	\$245,911	Executive Dir.	\$44,000	\$45,748	2024
Neighbors To Nicaragua	DE	\$257,053	Country Dire	\$6,500	\$7,056	2023
Street Child Us	DC	\$244,041	Ceo & Chair	\$17,928	\$17,442	2023
Ret Americas Inc	DC	\$243,914	V.p. & Managing Director	\$22,916	\$21,654	2024
With You International	MI	\$257,591	Founder And Ceo	\$33,260	\$36,967	2024
Andes-amazon Conservancy	AZ	\$241,355	President	\$31,250	\$32,363	2024
Uweza Aid Foundation	NY	\$239,410	Executive Director	\$49,111	\$47,787	2024
Friends Of Ostomates Worldwide - Usa Inc	KY	\$262,040	Contacto	\$13,000	\$14,652	2025
Companion Community Development	IN	\$262,203	Executive Di	\$55,567	\$63,100	2024
Dream For Nations Incorporated	MD	\$237,735	President	\$89,156	\$89,756	2024
Shamsaha Womens Center Corp	IN	\$237,702	Director	\$930	\$1,056	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Childrens Rescue Mission Inc	CT	\$263,676	President	\$72,000	\$74,842	2023
Indify Incorporated	MN	\$265,285	Executive Director	\$75,000	\$82,159	2023
Goodjustice	SC	\$235,444	President	\$40,500	\$46,841	2023
World Federation Of Free Latvians	MD	\$266,852	Secretary General	\$38,256	\$38,513	2024
Sakala International	ME	\$232,834	Executive Director Board Member	\$3,300	\$3,558	2024
Violet Organization	NJ	\$268,628	President	\$35,500	\$34,131	2024
Face Africa International Inc	MA	\$269,111	Founder Ceo	\$37,000	\$36,861	2023
Global Learning Exchange Initiative	MO	\$269,255	Executive Director	\$60,000	\$70,452	2023
Studio Samuel Foundation Inc	NC	\$231,084	Founder/executive Director	\$81,343	\$93,180	2023
Hope4burundi	TX	\$228,065	President & Ceo	\$25,000	\$27,724	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 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 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 **124** organizations. Compensation range \$1,026–\$200,357; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$250,607); for reference, expenses \$222,404 and assets \$90,031.

ROLE MATCH	Miriam Won, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers 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	45 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	43 rd

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 (Miriam Won) 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 124 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,220 is reasonable (approximately the 45th 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.