

# Hanmi Family Counseling Center Inc

Executive Director / CEO

EIN 330438561  
 CA · NTEE P84  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Donie Yoo, Executive Director / CEO** (\$19,797) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

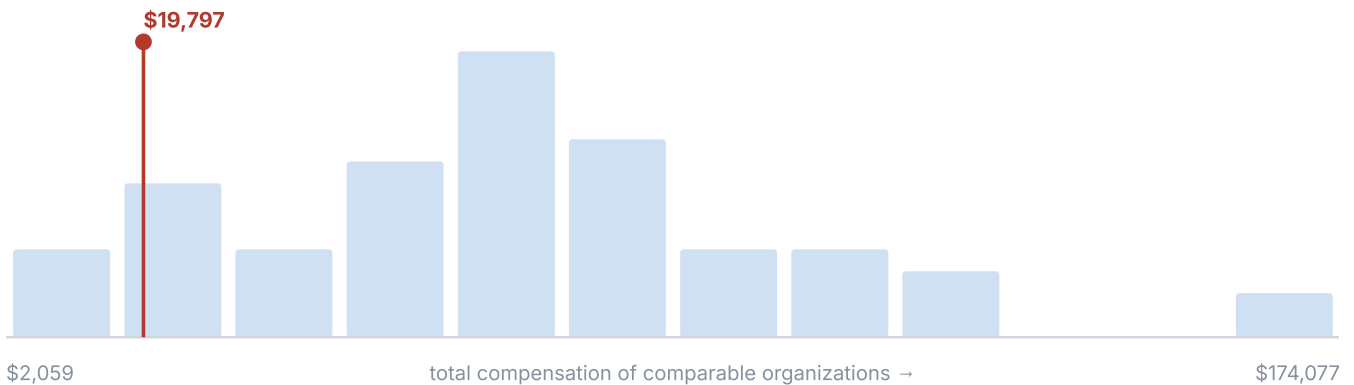
**Benchmarked executive:** Donie Yoo — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P84).
- BUDGET** Total revenue between \$191,568 and \$428,884 — 0.67x to 1.50x the subject's \$285,923 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

**58** organizations qualified on sector, size, and geography → **58** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,569	\$42,804	\$64,263	\$83,735	\$111,076	<b>\$19,797</b>
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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
<a href="#">Native American Indian Center Of Central Ohio Inc</a>	OH	\$288,360	Executive Director	\$40,000	<b>\$49,063</b>	2024
<a href="#">Women Empowerment Coalition Of Nyc</a>	NY	\$288,599	Executive Director	\$76,500	<b>\$80,055</b>	2024
<a href="#">Polish American Club Of Deerfield</a>	MA	\$290,149	President	\$4,550	<b>\$4,874</b>	2023
<a href="#">Accent Network</a>	OR	\$280,860	President	\$71,400	<b>\$79,056</b>	2023
<a href="#">Newbridges Immigrant Resource</a>	VA	\$279,041	Executive Di	\$70,940	<b>\$79,323</b>	2024
<a href="#">Immigo</a>	CA	\$294,402	Ceo	\$45,450	<b>\$45,450</b>	2024
<a href="#">Immigration Services Of Mountain View</a>	CA	\$276,240	President	\$90,692	<b>\$90,692</b>	2024
<a href="#">Immigration Advocacy &amp;</a>	CT	\$296,904	Executive Dir.	\$37,500	<b>\$41,922</b>	2023
<a href="#">Polynesian Association Of Alaska Inc</a>	AK	\$272,041	President & Ceo	\$11,112	<b>\$12,303</b>	2024
<a href="#">Centro Del Pueblo Movimiento Indigena Migrante</a>	CA	\$300,186	Executive Director	\$44,750	<b>\$46,072</b>	2023
<a href="#">Khmer Maine</a>	ME	\$300,400	Executive Director	\$54,024	<b>\$62,648</b>	2024
<a href="#">Christian Immigration Advocacy Cent</a>	PA	\$265,637	President	\$34,585	<b>\$38,912</b>	2025
<a href="#">Three Feathers Associates</a>	OK	\$307,578	Exec. Dir/treasurer	\$75,000	<b>\$95,640</b>	2024
<a href="#">Maine Labor And Resource Center</a>	ME	\$309,427	Executive Director	\$61,506	<b>\$71,324</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Family Bridge Inc</a>	GA	\$310,578	Ceo	\$35,750	<b>\$41,628</b>	2024
<a href="#">Partnership For Good Health</a>	OH	\$253,895	Executive Di	\$50,000	<b>\$59,748</b>	2025
<a href="#">Fulaa Lifeline International</a>	VA	\$252,157	Executive Director	\$20,303	<b>\$22,702</b>	2024
<a href="#">Project Alaska Inc</a>	AK	\$250,322	Executive Director	\$76,000	<b>\$84,146</b>	2024
<a href="#">Southeast Asian Healing Center Incorporated</a>	WI	\$323,383	Executive Director	\$39,000	<b>\$47,169</b>	2024
<a href="#">Hola Lakeway</a>	TN	\$248,347	Executive Director	\$31,200	<b>\$39,102</b>	2023
<a href="#">Our Helpers</a>	OH	\$323,546	Chief Executive Officer	\$80,000	<b>\$98,126</b>	2024
<a href="#">Kurdish Peace Institute</a>	VA	\$328,020	Executive Dir.	\$143,982	<b>\$160,997</b>	2024
<a href="#">Home For Refugees Usa</a>	CA	\$242,109	Executive Director	\$82,500	<b>\$82,500</b>	2024
<a href="#">Southeast Immigrant Rights Network Inc</a>	GA	\$333,246	Co-director	\$109,848	<b>\$127,910</b>	2024
<a href="#">Connecticut Worker Center Inc</a>	CT	\$237,703	Executive Officer	\$55,101	<b>\$59,830</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **58** organizations. Compensation range \$2,059–\$174,077; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$285,923); for reference, expenses \$197,638 and assets \$367,324.
ROLE MATCH	Donie Yoo, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	9 <sup>th</sup>
Reportable pay only (column D), adjusted	10 <sup>th</sup>
All sources (D + E + F), adjusted	7 <sup>th</sup>

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 (Donie Yoo) 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 58 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,797 is reasonable (approximately the 7<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.