

Mirabella Washington Foundation

Executive Director / CEO

EIN 450574348

WA · NTEE L22

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Travis Duncan, Executive Director / CEO** (\$38,074) against **every comparable organization** that fit the selection criteria — **291** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Travis Duncan — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L22).

BUDGET Total revenue between \$290,648 and \$650,704 — 0.67x to 1.50x the subject's \$433,803 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

291 organizations qualified on sector, size, and geography

→ **291** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$11,068

\$25,453

\$44,597

\$70,351

\$84,373

\$38,074



● 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
Parker Home And Associates	CA	\$431,377	Asst Admin	\$43,777	\$43,469	2023
Rochester Senior Housing Inc	MN	\$436,349	President/tr	\$65,715	\$72,527	2024
Colorado River Senior Citizens	CA	\$430,998	Former Direc	\$48,320	\$47,980	2023
Bay Aging Apartments Gloucester Inc	VA	\$437,000	President	\$17,050	\$18,388	2024
Lssco Howland Glen Inc	OH	\$430,397	President & Ceo	\$9,088	\$11,068	2023
Woodlake Senior Residences Inc	KS	\$429,844	President	\$2,639	\$3,184	2024
St Mary's Villa Inc	CO	\$429,831	Director	\$34,463	\$38,000	2023
Good Shepherd Senior Housing Corporation	CA	\$441,270	Chief Executive Officer	\$40,383	\$38,948	2024
Golden Cross Senior Ministries Inc	TN	\$425,789	Executive Di	\$62,504	\$75,550	2023
Schoharie County Housing Development	NY	\$442,055	Executive Director	\$23,474	\$23,692	2024
Westminster Asbury East Inc	FL	\$442,573	Ceo/presiden	\$36,488	\$39,417	2023
Sholom St Paul Senior Housing Inc	MN	\$422,892	Ceo	\$22,194	\$24,495	2024
Good Samaritan League Of America Inc	ID	\$445,132	Ceo	\$79,778	\$94,791	2024
D'youville Elderly Housing Corporation	MA	\$445,176	Former President/ Ceo	\$2,380	\$2,459	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chv Buckingham Housing Development Fund	NY	\$445,249	President	\$87,526	\$90,948	2023
Villa Maria Residential Services	PA	\$421,953	Executive Manager	\$54,499	\$62,497	2023
Ucc Vi Inc	OH	\$421,691	Treasurer	\$50,772	\$60,064	2024
Columbus Regional Senior Living Inc	GA	\$421,430	Board Member & Ceo Crhs	\$137,288	\$158,737	2023
Luther Towers Iv Of Dover Inc	DE	\$446,290	Executive Director	\$5,511	\$5,872	2025
Liberty Manor For Veterans Inc	FL	\$447,572	President	\$64,910	\$68,108	2024
Gallagher Mansion Inc	MD	\$448,849	Secretary	\$11,427	\$11,932	2024
International Association Of	MO	\$418,580	Foundation Ceo	\$185,164	\$219,050	2024
Lutheran Social Services Of Central Ohio	OH	\$418,040	President & Ceo	\$9,088	\$11,068	2023
Assisi Homes Of Neenah Inc	CO	\$417,981	President	\$12,045	\$12,900	2024
Philippian Gardens Inc	PA	\$449,934	Executive Di	\$62,260	\$71,396	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 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 291 organizations. Compensation range \$344–\$413,329; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$433,803); for reference, expenses \$121,882 and assets \$2,531,536. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Travis Duncan, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	232 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	41 st
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	51 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 (Travis Duncan) 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 291 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,074 is reasonable (approximately the 41st 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.