

Eileen & Callies Place

Executive Director / CEO

EIN 473905016
 WA · NTEE P80
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Natalie Ellington, Executive Director / CEO** (\$44,260) against **every comparable organization** that fit the selection criteria — **281** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Natalie Ellington — 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 \$220,273 and \$493,149 — 0.67x to 1.50x the subject's \$328,766 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

281 organizations qualified on sector, size, and geography → **281** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,810	\$38,021	\$63,026	\$82,889	\$99,842	\$44,260
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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
Prism Of Georgia Inc	GA	\$328,809	Ceo	\$53,011	\$59,535	2024
Operation Hope Prison Ministry Inc	OK	\$329,169	Executive Di	\$75,520	\$95,626	2023
United Returning Citizens Inc	OH	\$329,445	Executive Director	\$78,000	\$92,275	2024
Infinity Peer Support Cooperative	NH	\$331,773	Former Executive Director	\$62,673	\$66,546	2023
Lutheran Housing Services 10 Inc	OH	\$325,479	President/ce	\$62,368	\$75,961	2023
Raising Harts Corporation	MA	\$332,098	President/ Ceo	\$15,500	\$15,557	2024
Dress For Success Of Western Massachusetts	MA	\$324,685	Executive Director	\$60,608	\$62,629	2023
Wheelchair Ramp Accessibility Program	IA	\$324,595	Program Manager	\$60,000	\$73,378	2024
Justice Health Initiative Inc	MA	\$323,991	Founder & Director	\$92,249	\$92,590	2024
Women's Fund Of Hawai'i	HI	\$333,935	Admin. Coord	\$48,532	\$48,532	2024
Birthline	NE	\$334,590	Executive Director	\$48,417	\$58,165	2024
Next Step Clubhouse	NC	\$322,694	Executive Dir.	\$40,210	\$46,406	2024
Mujeres Extraordinaries Inc	CA	\$320,180	President	\$41,250	\$40,959	2023
Burma Humanitarian Mission	UT	\$337,697	Executive Director	\$24,480	\$27,263	2025
Rise Women Leadership Conference	RI	\$337,934	Executive Director	\$5,000	\$5,514	2023
Northrop Loving Care Inc	MI	\$319,280	Vice President	\$95,140	\$109,684	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southeastern Ohio Center For	OH	\$319,232	Exec Dir/pre	\$37,489	\$44,350	2024
Jackson Center For Conductive Education	IN	\$338,751	Program Director	\$55,000	\$66,697	2023
Restoration Of Hope Inc	AR	\$317,696	Director	\$48,760	\$63,026	2023
Next Move Program	VA	\$340,422	Executive Director & Co-founder	\$78,757	\$87,444	2023
Young Audiences Of Northeast Texas Inc	TX	\$340,792	Executive Dir.	\$50,417	\$57,994	2023
Monroe Gospel Womens Mission	WA	\$316,019	Executive Director	\$49,365	\$49,365	2024
Autism Society Of Maine	ME	\$342,179	Executive Director (Former)	\$56,638	\$61,713	2025
Suzerain	SC	\$342,464	Executive Di	\$55,000	\$64,088	2024
Rideability Therapeutic Riding Center Inc	SC	\$314,689	Executive Director	\$26,829	\$32,185	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 281 organizations. Compensation range \$677–\$423,275; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$328,766); for reference, expenses \$322,729 and assets \$118,950.

ROLE MATCH	Natalie Ellington, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	29 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	24 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 (Natalie Ellington) 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 281 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,260 is reasonable (approximately the 29th 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.