

Living Wages Of Washington

Executive Director / CEO

EIN 522105553
 DC · NTEE P85
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Deborah Wimberly, Executive Director / CEO** (\$31,548) against **every comparable organization** that fit the selection criteria — **1013** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

Benchmarked executive: Deborah Wimberly — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P85).
BUDGET	Total revenue between \$89,307 and \$199,942 — 0.67x to 1.50x the subject's \$133,295 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

1,013 organizations qualified on sector, size, and geography → **1,013** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,385	\$19,055	\$36,612	\$60,404	\$83,635	\$31,548
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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 DC 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
On Our Own Of Cecil County Inc	MD	\$133,190	Executive Director	\$33,195	\$35,365	2023
Franklin County Senior Citizens Inc	TN	\$133,426	Current Director	\$35,269	\$41,034	2024
Acts Of Grace Ministries	PA	\$133,432	Director	\$27,453	\$30,302	2024
Strongfamilies Inc	AZ	\$133,086	President	\$20,267	\$21,575	2024
Pacific Survivor Center	HI	\$133,627	Executive Director	\$68,711	\$68,092	2024
Coolbaugh Township Firemen's Relief	PA	\$133,666	Secretary	\$1,200	\$1,325	2024
The Office For Aging Foundation Of	NY	\$133,728	Executive Di	\$13,341	\$12,999	2025
The Congregational Home Foundation	KS	\$133,844	Ceo	\$173	\$207	2024
For All Ages Inc	CT	\$133,882	Director And Ceo	\$73,186	\$75,953	2024
Harc Foundationinc	CT	\$133,954	President/ce	\$37,368	\$38,781	2024
Eagle Mountain Pregnancy Help Cente	TX	\$134,050	Executive Di	\$22,109	\$24,480	2024
Fswp-gl lv Inc	PA	\$134,190	Ceo	\$28,093	\$31,925	2023
Lifeways Inc	PA	\$132,305	Executive Director	\$23,020	\$25,410	2024
House Of Hope For Independent Living Inc	TX	\$134,336	President	\$45,000	\$49,825	2024
The Josina Lott Foundation	OH	\$134,480	Executive Director	\$127,245	\$149,174	2024
Snowflake Village Nc	NC	\$132,059	Vice President	\$10,934	\$12,505	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Young Womens Christian Association	PA	\$134,591	President	\$3,000	\$3,311	2024
Woodsmere Estates Inc	FL	\$131,934	President And Ceo	\$13,187	\$13,712	2024
Friends Of The Hocking Hills State Park	OH	\$131,891	Program Director, Astronomy Park	\$15,000	\$17,586	2024
Alliance Community For Retirement Living Inc	FL	\$131,883	Asst Tres/vp Of Finance/cfo	\$30,036	\$32,154	2023
Accountability Oregon	OR	\$131,868	Officer	\$66,187	\$68,034	2024
Richland Hospital Foundation Inc	WI	\$134,741	Executive Director	\$26,393	\$31,411	2023
Resource Center Apartments Inc	OH	\$131,814	Secretary	\$12,777	\$14,979	2024
Miracle League Of Las Vegas	NV	\$131,748	Executive Director	\$55,000	\$61,022	2024
Better Business Bureau Of Ne In	IN	\$131,614	President/ C	\$11,390	\$13,688	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	1013 organizations. Compensation range \$4–\$423,595; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$133,295); for reference, expenses \$156,033 and assets \$12,565.
ROLE MATCH	Deborah Wimberly, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 221 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 29 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	42 nd
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	29 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 (Deborah Wimberly) 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 10, 2026, comparing compensation against 1013 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,548 is reasonable (approximately the 42nd 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 10, 2026.