

Wasatch Community Acupuncture

Executive Director / CEO

EIN 823558212

UT · NTEE E32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laura Berglund, Executive Director / CEO** (\$56,520) against **every comparable organization** that fit the selection criteria — **83** 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: Laura Berglund — 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 (E32).

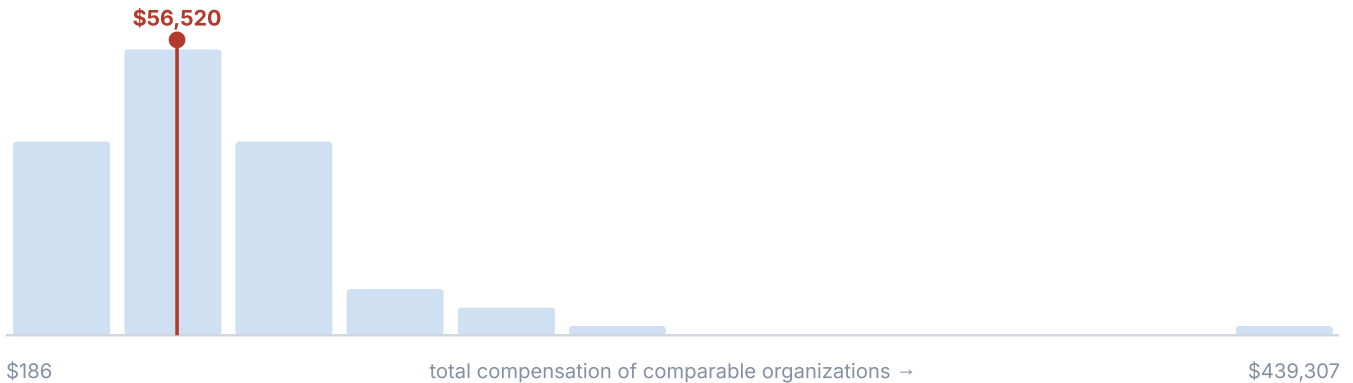
BUDGET Total revenue between \$248,052 and \$555,342 — 0.67x to 1.50x the subject's \$370,228 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

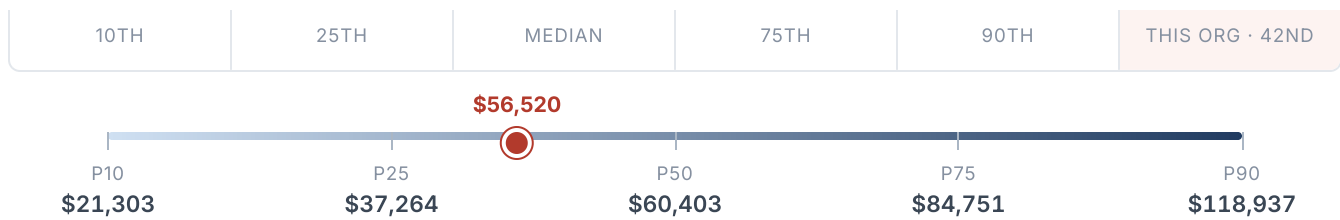
83 organizations qualified on sector, size, and geography

→ **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,303	\$37,264	\$60,403	\$84,751	\$118,937	\$56,520
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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 UT 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
Community Health Intervention And Education Found	IN	\$373,344	Executive Director	\$87,000	\$89,642	2024
Interfaith Coalition Of Whatcom County	WA	\$373,897	Former Executive Director	\$96,989	\$84,843	2024
Chandler Care Center	AZ	\$361,139	Exec Director	\$39,681	\$38,388	2023
Samaritans Touch Care Center Inc	FL	\$358,475	Executive Director	\$35,817	\$32,876	2024
Women And Children Health Care	LA	\$383,286	President	\$98,771	\$109,404	2023
Boise Acupuncture Cooperative Inc	ID	\$356,444	Vice President	\$59,885	\$62,244	2024
Susan Dew Hoff Memorial Clinic Inc	WV	\$355,326	Board Member	\$30,000	\$31,737	2024
Wellness Studios Inc	NM	\$385,375	Executive Director	\$21,475	\$22,568	2024
South Miami Childrens Clinic Inc	FL	\$386,266	President	\$159,231	\$150,471	2023
Community Care Clinic Of	NC	\$353,948	Executive Di	\$60,500	\$61,079	2024
Gillette Reproductive Health	WY	\$353,765	Executive Di	\$93,497	\$97,822	2024
Waco Birth Center And Clinic	TX	\$352,734	President	\$66,100	\$64,604	2024
The Women's Clinic Of Columbus	OH	\$387,749	Executive Director	\$100,275	\$103,770	2024
Minority Health Consortium	VA	\$388,510	Exec Director	\$82,994	\$80,608	2023
People's Health And Wellness Clinic	VT	\$393,786	Executive Di	\$74,395	\$75,323	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Providence Medical Clinic Of	TN	\$345,379	Office Admin	\$54,563	\$56,038	2024
Shared Christian Ministries	TX	\$343,961	Executive Director	\$80,000	\$80,499	2023
Snake River Community Clinic Inc	ID	\$343,542	Executive Director	\$62,751	\$65,223	2024
Schc Companies Inc	NY	\$398,460	President & Ceo	\$45,196	\$39,904	2024
Family Community Clinic Inc	KY	\$400,855	Executive Director	\$80,429	\$84,428	2024
Street Medicine Institute	PA	\$401,624	Executive Di	\$104,641	\$101,958	2024
Countryside Christian Community	PA	\$338,648	President Ceo	\$13,200	\$13,242	2023
The Olympia Free Clinic	WA	\$405,169	Executive Di	\$70,500	\$61,671	2024
Allen Fam Hc Svc Llc	GA	\$334,615	Officer	\$89,518	\$90,542	2023
Ouachita County Medical Services	AR	\$332,406	Physician	\$400,001	\$439,307	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 83 organizations. Compensation range \$186–\$439,307; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$370,228); for reference, expenses \$382,337 and assets \$187,203.

ROLE MATCH	Laura Berglund, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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)	43 rd
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	31 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 (Laura Berglund) 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 83 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,520 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 9, 2026.