

Consciousness And Healing

Executive Director / CEO

EIN 823567961
 SC · NTEE P05
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Dr Shamini Jain Phd, Executive Director / CEO** (\$105,396) against the **2000** closest of **3,919** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

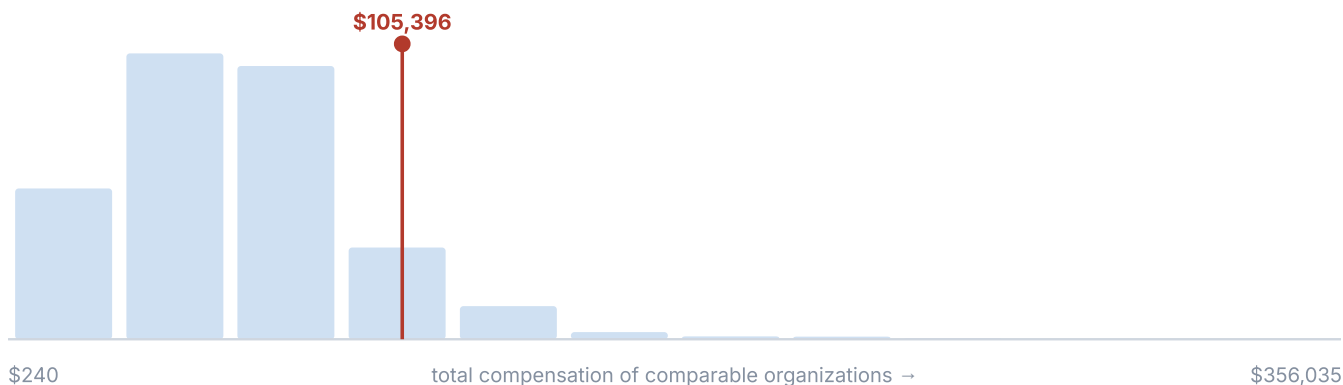
Benchmarked executive: Dr Shamini Jain Phd — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P05).
BUDGET	Total revenue between \$331,266 and \$741,642 — 0.67x to 1.50x the subject's \$494,428 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,919 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$18,664	\$39,291	\$58,542	\$78,919	\$102,363	\$105,396
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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 SC 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
Rain For The Sahel And Sahara Inc	NH	\$494,418	Executive Di	\$91,183	\$78,390	2024
The Nonprofit Council	TX	\$494,514	Ceo	\$113,455	\$105,665	2024
Westerly Senior Citizens Center	RI	\$494,316	Executive Di	\$81,782	\$71,130	2025
Friendship New Vision Inc	OH	\$494,314	Executive Dire	\$43,265	\$43,925	2023
Open T R A I L Inc	TX	\$494,585	Executive Director / Presi	\$33,107	\$31,745	2023
Bbi Holdings Inc	DC	\$494,597	Chief Executive Officer Bbi	\$10,843	\$8,859	2024
Calebs Kids	MI	\$494,202	Executive Director	\$93,003	\$92,016	2023
Partners In Hope Incorporated	OH	\$494,128	Executive Di	\$52,000	\$51,278	2024
The Helping Hands Society Of Hazleton	PA	\$494,764	Executive Director	\$75,540	\$70,137	2024
St Johnsbury Area Youth Service	VT	\$494,025	Executive Di	\$62,188	\$59,999	2023
Cedar County Coordinated Child Care	IA	\$493,998	Director	\$65,403	\$64,956	2025
Bright Eyes Quality Child Care Inc	FL	\$494,858	President, Ceo	\$96,900	\$87,257	2023
Una Mano Una Esperanza	CO	\$494,859	Executive Director	\$13,100	\$11,695	2024
Edgemont Recreation Corporation	NY	\$494,923	President/director	\$14,400	\$12,115	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Saugerties Early Childhood Learning	NY	\$494,960	President	\$15,860	\$13,343	2024
Perfect Peace Inc	NH	\$493,894	Exec Directo	\$51,393	\$45,487	2023
Show And Tell Corporation	CO	\$493,886	Executive Dir.	\$88,823	\$81,640	2023
Pregnancy Ministries Inc	PA	\$493,795	Executive Di	\$59,045	\$54,822	2024
Jewish Older Adult Services	NJ	\$493,781	Executive Di	\$78,072	\$64,899	2024
Assist The Officer Inc	TX	\$495,114	Executive Director	\$6,630	\$6,175	2024
11th Hour Trauma Retreat	FL	\$495,132	Director	\$153,461	\$134,224	2024
Stepping Stones	NH	\$495,245	Executive Director	\$51,048	\$45,182	2023
Empower Tennessee	TN	\$495,282	Executive Di	\$86,698	\$84,848	2024
Family Promise Of Harrisburg	PA	\$495,313	Executive Di	\$65,197	\$60,534	2024
Trinity Child Development Center	TX	\$495,386	Executive Director	\$59,500	\$57,051	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 **2000** organizations. Compensation range \$240–\$356,035; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$494,428); for reference, expenses \$337,255 and assets \$658,793.

ROLE MATCH	Dr Shamini Jain Phd, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	132 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	51 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	91st
Total compensation (D + F), as reported (no adjustments)	88th
Reportable pay only (column D), adjusted	93rd
All sources (D + E + F), adjusted	86th

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 (Dr Shamini Jain Phd) 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 13, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,396 is reasonable (approximately the 91st 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 13, 2026.