

Washington Mindcare Institute

Executive Director / CEO

EIN 824753757

VA · NTEE P40

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Eunhee Grace Song, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

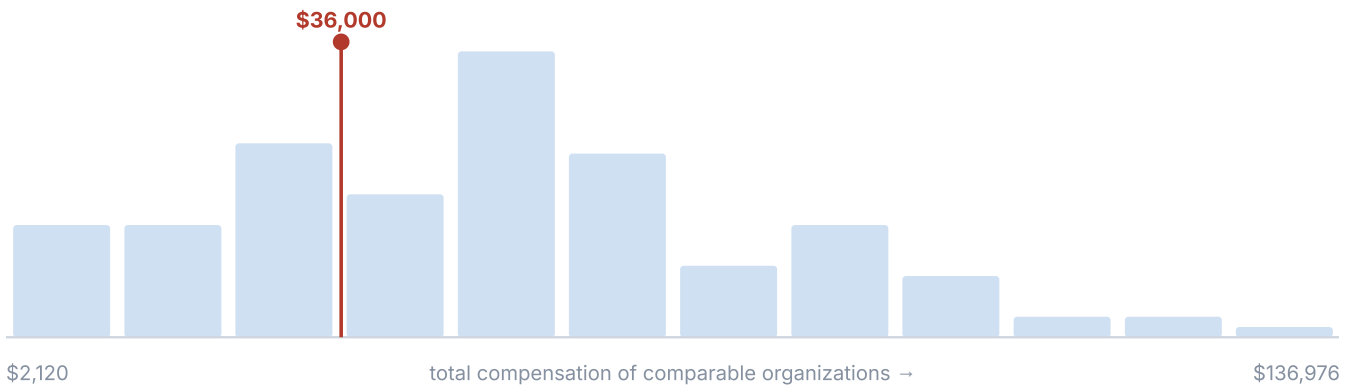
Benchmarked executive: Eunhee Grace Song — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$137,465 and \$307,758 — 0.67x to 1.50x the subject's \$205,172 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

130 organizations qualified on sector, size, and geography → **130** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,011	\$30,023	\$49,508	\$67,116	\$88,053	\$36,000
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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 VA 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
National Safe Haven Alliance	AZ	\$205,556	President	\$43,264	\$45,539	2023
The Remedy Project	GA	\$205,916	Executive Director	\$43,333	\$49,643	2022
Give For A Smile	CA	\$206,436	Director	\$27,309	\$25,069	2024
Pregnancy Help Center Of Williamson County	TX	\$206,654	Executive Director	\$41,481	\$45,414	2023
Little Hands A Parent Child Center	CA	\$203,667	Executive Dir.	\$69,413	\$65,602	2023
Pattys Hope	VA	\$203,539	Executive Director	\$49,109	\$50,408	2024
Tahoe Childrens Foundation	NV	\$206,916	Executive Director	\$63,000	\$67,134	2024
Pregnancy Resources Of Mississippi	MS	\$202,384	Executive Director	\$42,024	\$51,227	2023
Family Lines	MT	\$208,913	Founder Manager	\$88,000	\$100,843	2024
Parenting Special Kids Network Inc	AZ	\$209,059	Ceo/president	\$91,380	\$93,427	2024
Trotter House Of Evansville Inc	IN	\$201,252	Chief Executive Officer	\$31,503	\$36,361	2023
Lane County Diaper Bank	OR	\$209,574	Director	\$30,191	\$29,806	2024
Beyond New Beginnings	MN	\$209,746	Executive Director	\$50,001	\$54,075	2023
Legacy Family Network Foundation	OK	\$209,839	Ames	\$48,400	\$56,658	2024
Chester-andover Family Center	VT	\$200,245	Thrift Shop Manager	\$26,794	\$28,670	2024
Pregnancy Aid Inc Of Eastern	MI	\$210,563	Executive Di	\$40,300	\$44,220	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance For Law And Liberty Inc	TN	\$211,654	President/secretary	\$23,232	\$25,961	2024
Zoe Ministries Inc	TN	\$212,693	Director	\$33,190	\$38,183	2023
Ab Ourhistory	MN	\$214,037	Ceo	\$2,725	\$2,947	2023
Center For Mighty Marriages And Families Inc	TX	\$216,120	President	\$86,500	\$91,986	2024
Hawaii Family Forum	HI	\$193,474	President / Ceo	\$62,452	\$61,197	2023
Lasalle County Casa	IL	\$217,450	Executive Dir.	\$69,499	\$74,782	2023
Pathway Resource Center	AR	\$217,625	Board Member	\$30,000	\$35,849	2024
Resources Of Hope Inc	IN	\$218,580	Executive Director	\$32,307	\$37,288	2023
Coastal Counseling Center Inc	GA	\$219,517	Executive Di	\$27,495	\$31,498	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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 VA 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	130 organizations. Compensation range \$2,120–\$136,976; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$205,172); for reference, expenses \$176,508 and assets \$77,666.
ROLE MATCH	Eunhee Grace Song, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	32 nd
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	32 nd
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 (Eunhee Grace Song) 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 130 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 32nd 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.