

Southeast Asian Healing Center Incorporated

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Doua Vang, Executive Director / CEO** (\$39,000) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

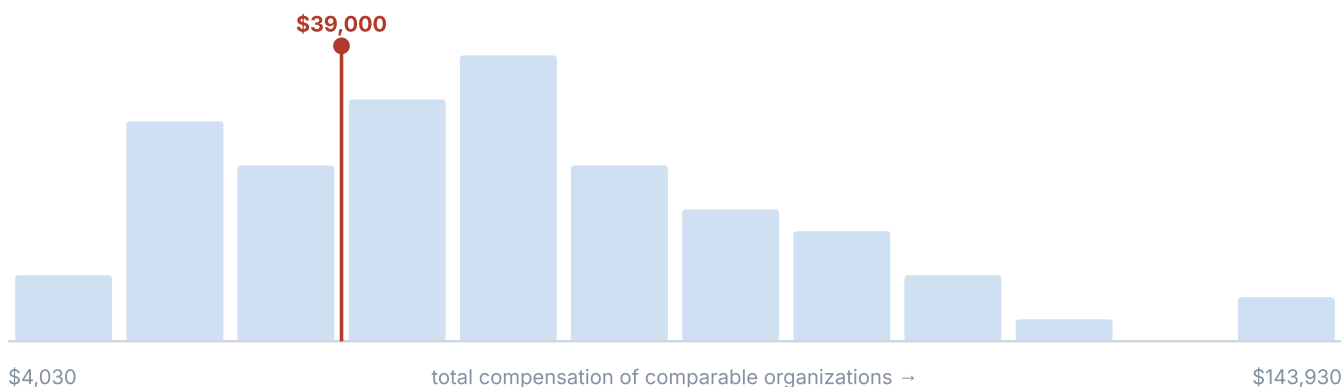
Benchmarked executive: Doua Vang — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P84).
BUDGET	Total revenue between \$216,666 and \$485,074 — 0.67x to 1.50x the subject's \$323,383 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,734	\$34,480	\$54,144	\$72,576	\$95,339	\$39,000
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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 WI 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
Our Helpers	OH	\$323,546	Chief Executive Officer	\$80,000	\$81,133	2024
Kurdish Peace Institute	VA	\$328,020	Executive Dir.	\$143,982	\$133,115	2024
Southeast Immigrant Rights Network Inc	GA	\$333,246	Co-director	\$109,848	\$105,759	2024
Family Bridge Inc	GA	\$310,578	Ceo	\$35,750	\$34,419	2024
Maine Labor And Resource Center	ME	\$309,427	Executive Director	\$61,506	\$58,972	2024
Three Feathers Associates	OK	\$307,578	Exec. Dir/treasurer	\$75,000	\$79,077	2024
Centreville Immigration Forum	VA	\$345,591	Executive Di	\$104,692	\$96,791	2024
Khmer Maine	ME	\$300,400	Executive Director	\$54,024	\$51,799	2024
Centro Del Pueblo Movimiento Indigena Migrante	CA	\$300,186	Executive Director	\$44,750	\$38,093	2023
Ithaca Welcomes Refugees Inc	NY	\$349,328	Executive Director	\$47,180	\$40,822	2024
Immigration Advocacy &	CT	\$296,904	Executive Dir.	\$37,500	\$34,662	2023
Immigo	CA	\$294,402	Ceo	\$45,450	\$37,579	2024
Polish American Club Of Deerfield	MA	\$290,149	President	\$4,550	\$4,030	2023
Women Empowerment Coalition Of Nyc	NY	\$288,599	Executive Director	\$76,500	\$66,191	2024
Native American Indian Center Of Central Ohio Inc	OH	\$288,360	Executive Director	\$40,000	\$40,566	2024
Hanmi Family Counseling Center Inc	CA	\$285,923	Ceo	\$19,797	\$16,369	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Latino Resources Inc	IA	\$363,673	Executive Dir.	\$24,000	\$25,162	2024
Accent Network	OR	\$280,860	President	\$71,400	\$65,365	2023
Newbridges Immigrant Resource	VA	\$279,041	Executive Di	\$70,940	\$65,586	2024
Immigration Services Of Mountain View	CA	\$276,240	President	\$90,692	\$74,986	2024
Spanish Action League Of Onondaga County	NY	\$371,786	President	\$101,710	\$88,004	2024
Polynesian Association Of Alaska Inc	AK	\$272,041	President & Ceo	\$11,112	\$10,172	2024
Vitendo4africa	MO	\$374,837	Executive Director And Ceo	\$60,000	\$60,850	2024
Asian Immigrant Women Advocates Inc	CA	\$375,513	Executive Dir.	\$28,127	\$23,943	2023
Refugee Assistance Alliance Inc	FL	\$377,285	President	\$55,309	\$49,751	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 70 organizations. Compensation range \$4,030–\$143,930; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$323,383); for reference, expenses \$323,580 and assets \$91,548.

ROLE MATCH	Doua Vang, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	30 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	33 rd
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 (Doua Vang) 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 70 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,000 is reasonable (approximately the 30th 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.