

# Healing House

Executive Director / CEO

EIN **845127387**  
 WV · NTEE P40  
 FY ending 2025-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Nakia Austin, Executive Director / CEO** (\$46,550) against **every comparable organization** that fit the selection criteria — **176** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

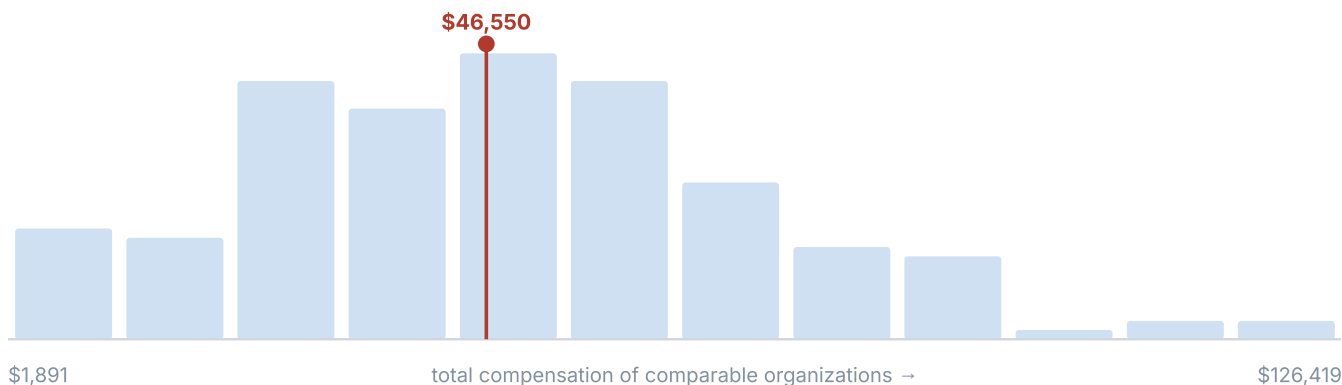
**Benchmarked executive:** Nakia Austin — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$189,003 and \$423,142 — 0.67x to 1.50x the subject's \$282,095 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

**176** organizations qualified on sector, size, and geography → **176** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,392	\$29,377	\$47,364	\$61,836	\$78,572	\$46,550
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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 WV 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
<a href="#">Agape Hands</a>	CA	\$282,113	Executive Dir.	\$54,608	<b>\$44,703</b>	2024
<a href="#">Valley Hope Counseling Center</a>	VA	\$282,697	Executive Di	\$73,591	<b>\$69,351</b>	2023
<a href="#">Alpha Womens Center Of Barry County</a>	MI	\$281,304	Executive Director	\$10,640	<b>\$10,719</b>	2023
<a href="#">Hires Family Resources Inc</a>	WA	\$281,281	Co-administrator	\$64,355	<b>\$54,623</b>	2024
<a href="#">Vermont Kin As Parents Inc</a>	VT	\$283,791	Executive Director	\$51,249	<b>\$48,902</b>	2024
<a href="#">Raregivers Inc</a>	CA	\$284,045	President	\$90,585	<b>\$74,154</b>	2024
<a href="#">Beltway 8 South Crisis Pregnancy</a>	TX	\$284,207	Executive Di	\$56,224	<b>\$53,318</b>	2024
<a href="#">Rockwall Grace Center For Family &amp;</a>	TX	\$278,985	Executive Di	\$100,000	<b>\$97,633</b>	2023
<a href="#">Steps Inc</a>	CT	\$277,276	Director	\$16,800	<b>\$14,933</b>	2024
<a href="#">Hustle Mommies</a>	IL	\$287,016	President	\$61,029	<b>\$58,560</b>	2023
<a href="#">One Love Community Programs Inc</a>	NC	\$276,774	Director	\$31,200	<b>\$30,563</b>	2024
<a href="#">Texas Grandparents Raising Grandchildren Inc</a>	TX	\$276,570	Executive Director	\$38,000	<b>\$36,035</b>	2024
<a href="#">Sisters Haven</a>	OH	\$276,514	Executive Director-management	\$15,675	<b>\$16,204</b>	2023
<a href="#">Hastings Total Lifecare Center Inc</a>	MN	\$276,165	Executive Di	\$63,839	<b>\$59,801</b>	2024
<a href="#">Neighborlink Porter County</a>	IN	\$288,351	Executive Dir.	\$38,610	<b>\$38,600</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Waynewinfield Area Youthfamily Service</a>	IL	\$275,785	Executive Director	\$81,923	<b>\$74,385</b>	2025
<a href="#">Hope Spring Community</a>	TX	\$274,799	Executive Di	\$7,000	<b>\$6,638</b>	2024
<a href="#">Compassion Delivered Inc</a>	OH	\$274,616	Co-founder	\$23,760	<b>\$24,562</b>	2023
<a href="#">The Forward Foundation</a>	TX	\$290,161	President	\$128,807	<b>\$122,149</b>	2024
<a href="#">Katie Teets Bradshaw Comfort House Inc</a>	VA	\$290,655	Community Coordinator	\$50,000	<b>\$47,120</b>	2023
<a href="#">Family Mentor Foundation</a>	OH	\$290,839	Executive Director	\$65,000	<b>\$65,266</b>	2024
<a href="#">Watertown Family Connections Inc</a>	WI	\$271,948	Executive Director	\$73,670	<b>\$72,939</b>	2024
<a href="#">Stepping Stone Charlottesville</a>	VA	\$292,252	Exec. Direct	\$29,998	<b>\$27,459</b>	2024
<a href="#">Taking Back Our Lives</a>	IL	\$271,545	Executive Director	\$88,864	<b>\$80,687</b>	2025
<a href="#">Mariposa Child Success Programs Inc</a>	MD	\$293,020	President, Cheif Academic	\$99,996	<b>\$91,245</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	176 organizations. Compensation range \$1,891–\$126,419; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$282,095); for reference, expenses \$347,378 and assets \$41,803.
ROLE MATCH	Nakia Austin, 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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	46 <sup>th</sup>

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 (Nakia Austin) 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 176 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,550 is reasonable (approximately the 48<sup>th</sup> 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.