

# Be The Healing Inc

Executive Director / CEO

EIN 883456196

OR · NTEE A23

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Joy Degruy, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **163** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

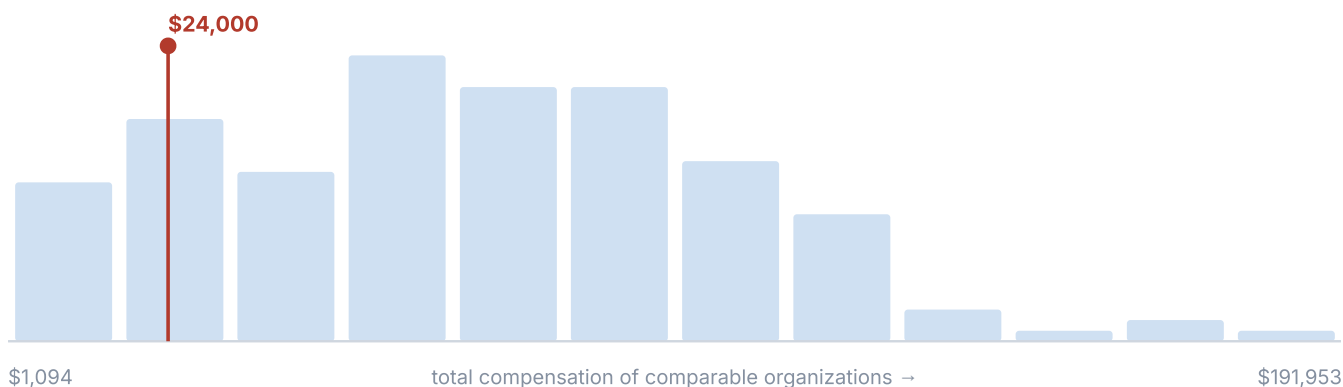
**Benchmarked executive:** Joy Degruy — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A23).
- BUDGET** Total revenue between \$332,678 and \$744,802 — 0.67x to 1.50x the subject's \$496,535 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

**163** organizations qualified on sector, size, and geography → **163** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,751	\$38,655	\$66,217	\$91,678	\$114,567	\$24,000
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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 OR 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="#">Japanese Cultural Center Tea House &amp;</a>	MI	\$495,853	Executive Director	\$23,074	<b>\$26,325</b>	2024
<a href="#">German-american Society Of Trenton</a>	NJ	\$498,276	Trustee	\$1,682	<b>\$1,708</b>	2023
<a href="#">Foundation For Korean Language &amp; Culture In The Usa</a>	CA	\$494,664	Secretary	\$43,091	<b>\$41,128</b>	2024
<a href="#">New York Chinese Cultural Center Inc</a>	NY	\$493,915	Executive Director	\$85,500	<b>\$85,397</b>	2024
<a href="#">Charro Days Inc</a>	TX	\$499,901	Executive Director	\$44,000	<b>\$47,395</b>	2025
<a href="#">Japan-america Society Of Tennessee</a>	TN	\$492,666	President	\$86,009	<b>\$99,929</b>	2024
<a href="#">Igogo International</a>	IN	\$492,085	President	\$125,000	<b>\$145,702</b>	2024
<a href="#">Enrich Chicago</a>	IL	\$489,079	Executive Director	\$89,889	<b>\$97,678</b>	2024
<a href="#">Hospitality Center For Chinese</a>	MN	\$504,509	Executive Director	\$71,004	<b>\$75,550</b>	2025
<a href="#">Alliance Francaise De St Louis</a>	MO	\$504,539	Executive Director	\$86,737	<b>\$101,543</b>	2024
<a href="#">Latinos United For A New America</a>	CA	\$487,880	Co-director	\$87,517	<b>\$83,530</b>	2024
<a href="#">Subject Matter Inc</a>	NY	\$487,822	Co-executive Director	\$60,000	<b>\$59,928</b>	2024
<a href="#">Korean American Center</a>	CA	\$506,498	Ceo	\$67,500	<b>\$64,425</b>	2024
<a href="#">The Westerners The First People Of</a>	CA	\$486,134	President & Ceo	\$141,242	<b>\$134,807</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Korean Performing Arts Institute Of Chicago</a>	IL	\$483,721	Education Director	\$36,375	<b>\$39,527</b>	2024
<a href="#">Na Maka Haloa O Waipio</a>	HI	\$483,586	President	\$71,200	<b>\$72,541</b>	2023
<a href="#">Green Card Voices</a>	MN	\$509,876	Co-director	\$84,815	<b>\$92,633</b>	2024
<a href="#">Silence Is Violence Fka New Orleans</a>	LA	\$511,548	Executive Director	\$70,526	<b>\$85,837</b>	2024
<a href="#">Aleut International Association</a>	AK	\$481,180	Executive Di	\$80,859	<b>\$85,446</b>	2024
<a href="#">Black Hills Powwow Association</a>	SD	\$512,183	Vice President	\$3,190	<b>\$3,891</b>	2024
<a href="#">Maine-wabanaki Reach</a>	ME	\$513,806	Executive Dir.	\$29,980	<b>\$32,327</b>	2025
<a href="#">Stone Soup Leadership Institute Inc</a>	MA	\$514,585	Secretary	\$90,000	<b>\$89,393</b>	2024
<a href="#">Brooklyn Japanese American Family</a>	NY	\$514,591	President	\$34,776	<b>\$35,760</b>	2023
<a href="#">Brasil Brasil Cultural Center</a>	CA	\$477,881	Director	\$50,600	<b>\$48,295</b>	2024
<a href="#">Alliance Francaise De Denver</a>	CO	\$517,427	Executive Di	\$87,548	<b>\$92,789</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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** 163 organizations. Compensation range \$1,094–\$191,953; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$496,535); for reference, expenses \$187,772 and assets \$319,160. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Joy Degruy, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	15 <sup>th</sup>
All sources (D + E + F), adjusted	15 <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 (Joy Degruy) 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 10, 2026, comparing compensation against 163 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 15<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 10, 2026.