

Women's Rural Entrepreneurial

Executive Director / CEO

EIN 020492339

NH · NTEE B60

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Julia B Webb, Executive Director / CEO** (\$55,523) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

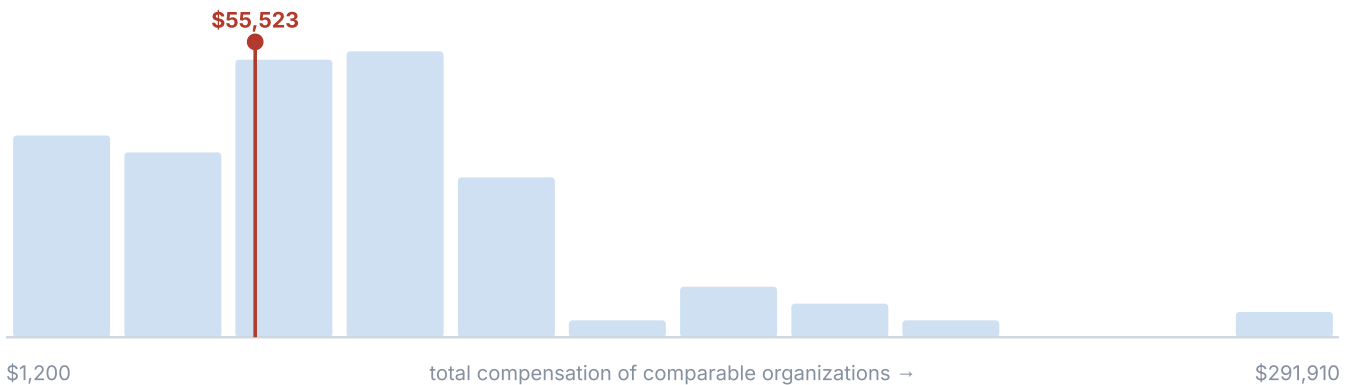
Benchmarked executive: Julia B Webb — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$267,624 and \$599,160 — 0.67x to 1.50x the subject's \$399,440 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

149 organizations qualified on sector, size, and geography → **149** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,775	\$40,892	\$70,278	\$97,188	\$131,533	\$55,523
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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 NH 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
Calcpa Institute	CA	\$398,027	President And Ceo	\$16,587	\$15,922	2024
Olami Arizona Inc	AZ	\$402,105	Brumer	\$70,833	\$75,727	2024
Heartland Institute Of Financial Education	CO	\$402,262	Former Director	\$51,498	\$56,515	2023
Florida Emergency Medicine Foundation	FL	\$406,010	Former Ceo & Executive Director	\$27,692	\$29,773	2023
Economic Growth Business Incubator	TX	\$406,170	Executive Director	\$93,588	\$104,069	2024
Write Around Portland	OR	\$409,223	Executive Di	\$79,507	\$84,502	2023
American Association Of Public Health	NY	\$388,966	Executive Director	\$15,000	\$15,068	2024
Why Not Win Institute Inc	AL	\$411,158	Former - Ed	\$85,000	\$102,081	2024
Texas Apartment Association Education	TX	\$412,003	Ceo	\$50,298	\$55,931	2024
Professional Psych Seminars	CA	\$412,099	Pres & Director	\$51,900	\$48,535	2025
Friends Of The Castle Inc	OH	\$386,386	Executive Director	\$57,976	\$70,278	2023
Molokai Homestead Farmers Alliance	HI	\$383,519	President	\$3,150	\$3,135	2024
Literacy Volunteers Of Wayne County Inc	NY	\$383,395	Executive Director	\$61,919	\$62,198	2024
Leadership Eastside	WA	\$383,356	President And Ceo	\$109,000	\$108,484	2024
Financial Health Institute Npo	CO	\$416,846	Founding Dir	\$24,000	\$25,583	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ohio Empowerment Centers Inc	OH	\$381,435	President And Ceo	\$149,968	\$176,574	2024
Blue Ridge Literacy	VA	\$380,696	Executive Dir.	\$56,660	\$60,816	2024
Literacy Network Of South Berkshire Inc	MA	\$419,592	Executive Director	\$100,534	\$100,428	2024
Strategic Education International	VA	\$419,700	Executive Director	\$194,240	\$214,645	2023
Texas Choral Directors Association	TX	\$419,703	Executive Di	\$97,978	\$108,951	2024
Writing By Writers	CA	\$377,918	President	\$101,278	\$94,712	2025
Voca Center Inc	NY	\$421,632	Director/president	\$126,710	\$127,283	2024
Marine Credit Union Foundation	WI	\$374,627	Executive Director	\$36,002	\$43,032	2023
River Management Society	MD	\$374,433	Exe. Director	\$80,786	\$83,960	2024
Lone Star Construction Trades Training	TX	\$372,178	Director	\$87,360	\$97,144	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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 **149** organizations. Compensation range \$1,200–\$291,910; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$399,440); for reference, expenses \$357,159 and assets \$287,955.

ROLE MATCH	Julia B Webb, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	34 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	28 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 (Julia B Webb) 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 149 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,523 is reasonable (approximately the 34th 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.