

Donor Sibling Registry

Executive Director / CEO

This analysis benchmarks the total compensation of **Wendy Kramer, Executive Director / CEO** (\$145,277) 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 **100th** percentile of comparable organizations above the 90th percentile — board review recommended

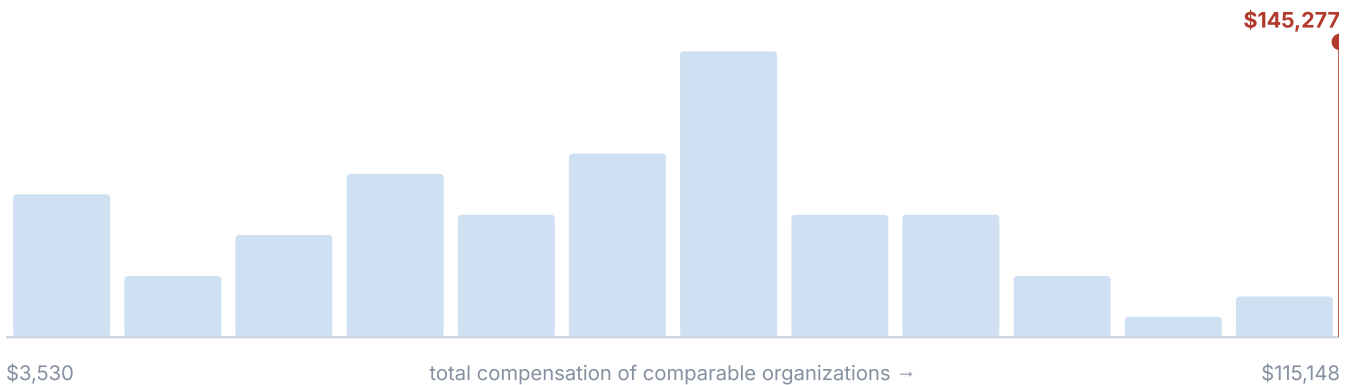
Benchmarked executive: Wendy Kramer — reported title “EXCEUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P50).
BUDGET	Total revenue between \$175,241 and \$392,332 — 0.67x to 1.50x the subject's \$261,555 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P50), 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



\$13,551	\$33,340	\$56,009	\$69,063	\$85,866	\$145,277
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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 CO 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
Woman To Woman Mentoring Inc	MD	\$262,597	Executive Di	\$73,519	\$73,799	2023
Purposeful Living Inc	IN	\$260,306	President	\$81,500	\$89,632	2024
Desert Waters Correctional Outreach	CO	\$263,171	Executive Di	\$39,087	\$40,242	2023
Inspiring You To Greatness Non Profit Corporation	TX	\$254,670	President	\$8,800	\$8,943	2025
River City Recovery Ministries	MN	\$254,332	Vice Preside	\$54,660	\$56,326	2024
Neighbors Who Care Inc	AZ	\$272,387	Executive Director	\$84,299	\$84,549	2024
Wiregrass 2-1-1	AL	\$273,001	Executive Director	\$57,979	\$65,323	2024
Safeart Inc	VT	\$249,590	Co-director Programs	\$52,960	\$57,233	2023
Global Mother Divine Org Usa	IA	\$274,823	President	\$60,000	\$68,514	2024
Community Grief Center	CO	\$275,781	Executive Director	\$46,500	\$46,500	2024
Coos Elderly Services Inc	OR	\$277,188	Executive Director	\$51,532	\$51,382	2023
Saving Our Seniors Inc	FL	\$280,581	President	\$49,181	\$48,183	2024
The Peace Center Inc	PA	\$241,707	Executive Di	\$50,835	\$52,868	2024
Divine Values School Inc	FL	\$241,584	President	\$3,500	\$3,530	2023
Southern Minnesota Womens Center	MN	\$282,337	Ex. Director	\$33,010	\$35,021	2023
Haydens House Of Healing Inc	NJ	\$285,958	Ceo	\$72,000	\$67,041	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The International Youth Alliance For Family Planning	DC	\$234,681	Executive Director	\$116,511	\$109,776	2023
Nexttalk	TX	\$233,781	Executive Director	\$45,792	\$49,182	2023
Sober Living Inc	TX	\$232,625	Executive Director	\$30,979	\$32,318	2024
The National Advocacy Center Of The	MD	\$292,016	Executive Direc	\$61,631	\$61,865	2023
Haven Center	SD	\$230,320	Executive Director	\$20,844	\$24,700	2023
Helping Women Period Inc	MI	\$230,304	Executive Director	\$44,640	\$49,472	2023
Bless Your Heart Nonprofit Corporation	LA	\$294,687	Project Manager	\$20,000	\$22,967	2024
Steps To Tomorrow	CA	\$294,840	Exec Director	\$67,700	\$59,395	2025
Wabanaki Womens Coalition Inc	ME	\$296,796	Executive Director	\$83,419	\$87,113	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 \$3,530–\$115,148; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$261,555); for reference, expenses \$222,722 and assets \$606,892.

ROLE MATCH Wendy Kramer, reported title "*EXCEUTIVE DIRECTOR*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	99 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 (Wendy Kramer) 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 (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$145,277 is reasonable (approximately the 100th 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.