

The Foundation For Women's Wellness

Executive Director / CEO

EIN 133944997
 CO · NTEE E017
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Sharon Helfant Cravitz, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **342** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Sharon Helfant Cravitz — reported title "ED/SEC/TREAS", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E017).
BUDGET	Total revenue between \$82,343 and \$184,351 — 0.67x to 1.50x the subject's \$122,901 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

342 organizations qualified on sector, size, and geography → **342** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,841	\$18,529	\$38,413	\$61,192	\$95,582	\$65,000
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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 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
Bigfork Valley Foundation	MN	\$123,080	Executive Dir.	\$19,875	\$20,481	2023
Beyond Pink Spokane Inc	WA	\$123,107	Executive Di	\$65,533	\$59,433	2024
South Central Pennsylvania Sickle Cell Council	PA	\$122,589	Program Director	\$37,380	\$38,875	2023
Northern Nebraska Area Health Education	NE	\$122,552	Executive Director	\$74,110	\$80,743	2024
Ryan Gordy Foundation	CA	\$122,526	Director Of Operations	\$10,633	\$9,301	2024
Keweenaw Health Foundation	MI	\$122,425	Executive Di	\$14,000	\$14,637	2024
R Frank Jones Society Inc	MI	\$123,527	Member	\$2,000	\$2,153	2023
St Mary Emergency Medical Services	PA	\$123,561	Smmc President Thru 7/22	\$326,765	\$339,836	2023
Manasquan First Aid Squad	NJ	\$123,706	Corr. Secre.	\$500	\$453	2024
St Francis Home Health Care Inc	MI	\$122,070	Director	\$8,760	\$9,159	2024
Central Mn Life Care Center Inc	MN	\$123,752	Executive Di	\$17,060	\$17,580	2023
Chico Community Acupuncture Inc	CA	\$122,003	President	\$31,270	\$28,160	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Frederick County 4-h Therapeutic Riding Program	MD	\$123,812	President	\$49,602	\$46,975	2024
Gritman Medical Center Foundation Inc	ID	\$121,720	Secretary	\$1,844	\$2,046	2023
Cherrybell Holdings Inc	AZ	\$124,352	Ceo	\$50,792	\$50,943	2023
North Central Ohio Family Care Center	OH	\$124,379	President/ceo	\$16,835	\$18,596	2023
Central Florida Health Inc	FL	\$120,610	Director/university Of Florida President (Thru Feb 2023)	\$120,025	\$117,590	2023
Accma Community Health Foundation	CA	\$120,505	Executive Director	\$45,633	\$41,094	2023
Horsepower Equine Assisted	VA	\$120,499	Executive Director	\$30,000	\$29,342	2024
Hcch Holding Corporation	FL	\$120,125	Ceo	\$9,832	\$9,356	2024
Commcare Bossier	LA	\$120,000	Secretary	\$22,705	\$24,672	2025
Catherine McAuley Health Services	MI	\$119,698	President, Th Med Group Mi	\$123,387	\$132,818	2023
Riverwood Medical Properties Llc	MN	\$126,412	Cfo	\$61,181	\$61,238	2024
Academy Of Medicine Education Foundation	OH	\$126,484	Executive Director	\$4,050	\$4,345	2024
The Community Wellness Project	WA	\$119,176	Board Member	\$34,511	\$32,223	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2023 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	342 organizations. Compensation range \$61–\$998,588; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$122,901); for reference, expenses \$205,473 and assets \$1,331,049. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sharon Helfant Cravitz, reported title <i>"ED/SEC/TREAS"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	132 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	76th
Total compensation (D + F), as reported (no adjustments)	77th
Reportable pay only (column D), adjusted	87th
All sources (D + E + F), adjusted	50th

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 (Sharon Helfant Cravitz) 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 342 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 76th 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.