

This analysis benchmarks the total compensation of **Shona Eakin, Executive Director / CEO** (\$19,158) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

Benchmarked executive: Shona Eakin — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P80).

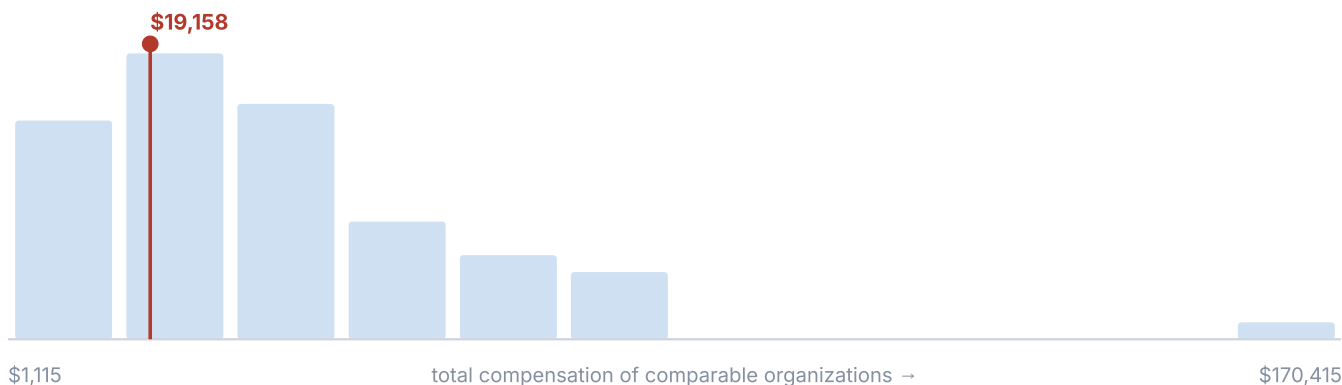
BUDGET Total revenue between \$72,709 and \$162,781 — 0.67x to 1.50x the subject's \$108,521 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography

→ **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,490

\$16,985

\$30,769

\$48,651

\$65,200

\$19,158



● 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 PA 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
Shreveport Independent Living Inc	LA	\$109,583	President/ceo	\$21,418	\$23,650	2024
Homewerks Np	CA	\$105,454	President	\$35,640	\$30,861	2024
Intecare Housing Inc	IN	\$111,668	President/ceo	\$55,402	\$60,317	2023
Step Into Life Ministries Inc	PA	\$113,379	Exec Dir	\$6,240	\$6,424	2023
Brookshire New Birth Ministries	TX	\$113,413	Director	\$14,400	\$14,444	2024
Among Friends Activity Center Inc	OK	\$113,835	Executive Di	\$44,500	\$50,587	2023
Northeast Accessible Golf	MA	\$114,569	President/ed	\$16,000	\$14,418	2024
I Am That Woman Movement Inc Nfp	IL	\$101,531	Ceo And Founder	\$1,099	\$1,115	2023
Restan Corp	OH	\$117,770	President	\$11,008	\$11,692	2024
Christopher Housing	WA	\$117,987	President And Ceo	\$24,457	\$22,605	2023
White Oak Housing Foundation	CA	\$98,433	Ceo	\$61,000	\$54,380	2023
Smart Women Smart Money Educational Foundation	IL	\$98,289	President	\$29,500	\$29,082	2024
Love On 4 Paws Inc	CA	\$97,619	Admin Assistant	\$18,175	\$15,738	2024
Heal Development Corporation	OH	\$119,538	Ceo	\$5,477	\$5,989	2023
Neurostrong Wellness And Fitness	TX	\$94,461	President	\$21,184	\$21,249	2024
W Connection Inc	NY	\$122,851	Executive Di	\$33,396	\$31,155	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The American Roundtable To Abolish	MA	\$123,680	President	\$189,117	\$170,415	2024
Latinos Norristown Pa	PA	\$125,533	Program Coordinator	\$4,400	\$4,716	2022
Christ's Outreach For The Blind Inc	MI	\$125,792	President	\$27,420	\$29,219	2023
Woods Foundation Of New Jersey Inc	NJ	\$89,961	Treasurer	\$30,458	\$28,075	2023
Helping The Behaviorally Challenging	CA	\$89,112	President And Ceo	\$30,000	\$25,977	2024
Valley Of The Sun School Properties One	AZ	\$88,981	Board Member	\$18,515	\$17,856	2024
Methow Valley Riding Unlimited	WA	\$130,663	Program Director	\$31,733	\$28,490	2024
Center For Wisdoms Women	ME	\$130,877	Executive Director	\$72,127	\$72,424	2024
The Pavilion At Brookmeade Inc	NY	\$85,976	Administrators/ Ceo	\$42,427	\$39,580	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 61 organizations. Compensation range \$1,115–\$170,415; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$108,521); for reference, expenses \$98,638 and assets \$2,544,128.

ROLE MATCH	Shona Eakin, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	31 st
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	79 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 (Shona Eakin) 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 61 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,158 is reasonable (approximately the 31st 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.