

Hagar's Sisters Inc

Executive Director / CEO

EIN 260170684
 MA · NTEE I71
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Joyce Shetler Holt, Executive Director / CEO** (\$103,025) against **every comparable organization** that fit the selection criteria — **526** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

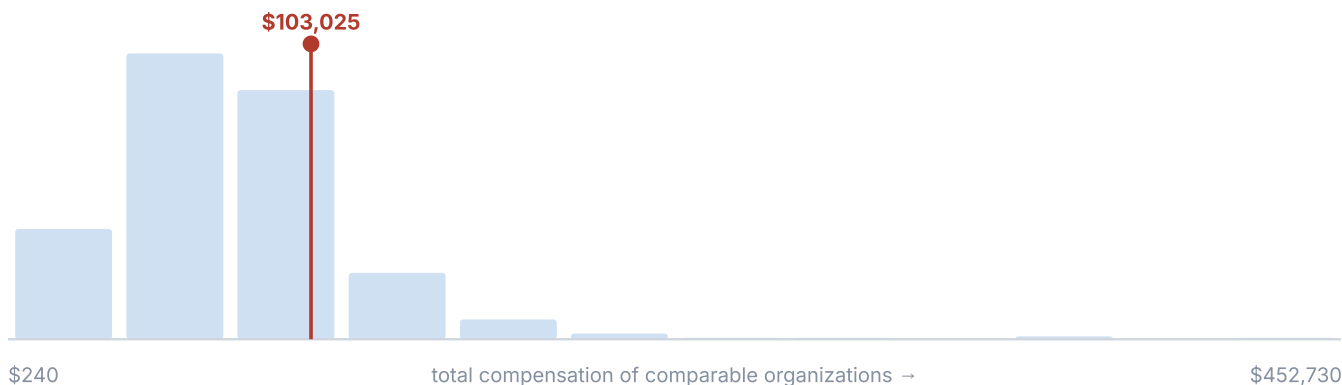
Benchmarked executive: Joyce Shetler Holt — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I71).
BUDGET	Total revenue between \$224,286 and \$502,134 — 0.67x to 1.50x the subject's \$334,756 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

526 organizations qualified on sector, size, and geography → **526** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,187	\$51,475	\$73,049	\$96,724	\$118,751	\$103,025
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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 MA 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
Stepping Stones Safe Haven Inc	TN	\$334,629	Executive Dir.	\$62,988	\$73,679	2024
World Immigration Center Inc	NY	\$335,018	Secretary	\$25,829	\$26,740	2023
Tri Community Mediation Inc	MD	\$335,301	Executive Di	\$38,010	\$39,545	2024
The Brothers Redefining Opportunity Experience Fdn Inc	NY	\$335,308	Director	\$39,226	\$40,610	2023
Transitions Of Dyer County	TN	\$335,492	Executive Director	\$45,050	\$52,696	2024
Atlantic Area Court Appointed Casa	GA	\$333,808	Director	\$76,016	\$85,056	2024
Child Abuse Prevention Services Of Tuscaloosa Inc	AL	\$333,157	Director	\$50,140	\$62,060	2023
Crime Research Group Inc	VT	\$332,974	Executive Director	\$130,101	\$141,967	2025
Restorative Justice Community	MN	\$337,361	Executive Di	\$66,784	\$75,605	2023
Whittier Alliance	MN	\$331,942	Executive Director	\$38,651	\$42,500	2024
Unified Child Advocacy Network	IL	\$331,902	Exec. Director	\$68,500	\$77,155	2023
The Albemarle County Police	VA	\$331,710	Executive Di	\$76,300	\$81,983	2024
Tomorrows Neighbors	PA	\$331,354	Executive And House Director	\$48,750	\$54,100	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kansas City Metropolitan Bar Foundation	MO	\$338,228	Executive Director	\$32,059	\$37,786	2024
Ncircle Inc	KS	\$338,461	Executive Dir.	\$69,973	\$86,608	2023
Nevada Child Seekers	NV	\$330,343	Executive Di	\$82,152	\$91,638	2024
Epik Project	WA	\$330,083	Executive Director	\$68,750	\$68,497	2024
Children's Safety Village Of Central	FL	\$339,777	Executive Director	\$88,899	\$92,936	2024
E3 Education Excellence & Equity	CA	\$329,664	Board Member	\$60,000	\$59,358	2023
Greater Dayton Volunteer Lawyers Project	OH	\$339,911	Executive Director	\$87,000	\$102,542	2024
Legal Resource Center On Violence Against Women Inc	MD	\$340,335	Executive Director	\$117,620	\$119,216	2025
Smile Inc	WI	\$329,122	Ceo	\$67,525	\$80,796	2023
Sexually Abused Children's Relief	KS	\$329,106	Executive Director	\$54,677	\$65,734	2024
Navajo Bic Overcomers	NM	\$328,873	Executive Di	\$4,235	\$5,069	2024
Period Law Inc	NY	\$328,327	President/executive Director	\$75,000	\$77,646	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	526 organizations. Compensation range \$240–\$452,730; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$334,756); for reference, expenses \$577,737 and assets \$379,081. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joyce Shetler Holt, 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	17 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	80 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	76 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 (Joyce Shetler Holt) 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 526 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$103,025 is reasonable (approximately the 80th 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.