

Sisters Working It Out

Executive Director / CEO

EIN 262862273

IL · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Beulah Brent, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **431** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

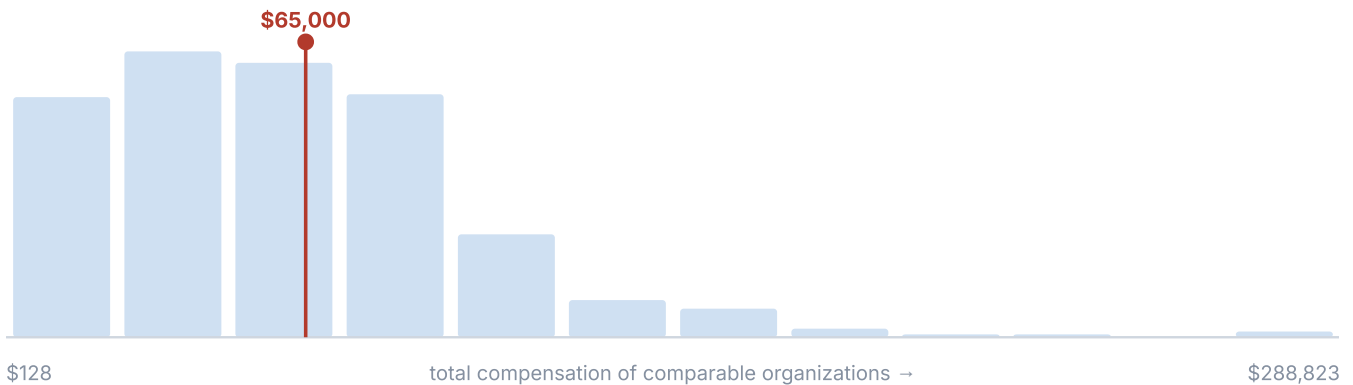
SECTOR Organizations sharing the subject's NTEE classification (B99).

BUDGET Total revenue between \$218,287 and \$488,703 — 0.67x to 1.50x the subject's \$325,802 (the band tightens as size grows).

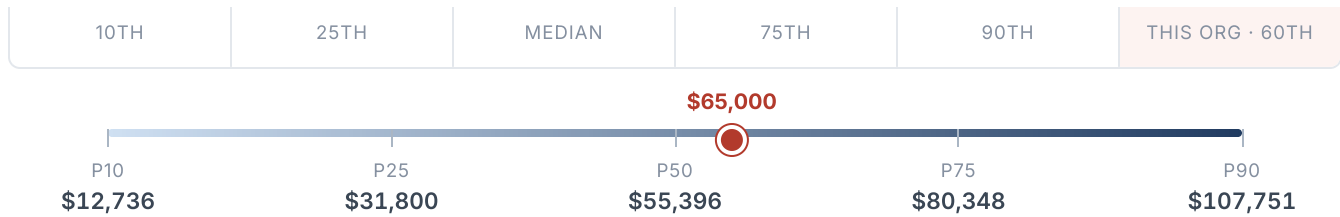
GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

431 organizations qualified on sector, size, and geography → **431** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,736	\$31,800	\$55,396	\$80,348	\$107,751	\$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 IL 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
Childrens' Disabilities Information	TX	\$325,779	President	\$45,000	\$47,139	2023
Arizona Human Rights Foundation	AZ	\$325,581	Executive Director	\$135,032	\$152,907	2021
Center For Higher Educational Achievement	MI	\$325,257	Executive Director	\$73,917	\$77,605	2024
Purposeful Growth Institute Inc	CT	\$324,888	Ceo	\$50,025	\$47,709	2024
App Inventor Foundation	CA	\$324,686	Executive Director	\$130,000	\$117,556	2023
South Carolina Restaurant & Lodging	SC	\$326,945	Executive Dir.	\$3,012	\$3,196	2024
Building Hope Impact Fund Inc	DC	\$327,138	President (Thru 05/23)	\$10,000	\$9,189	2023
California Community Colleges Chief	CA	\$327,645	Executive Dir.	\$19,254	\$16,911	2024
Arvf Corporation The Alicia Rose Victorious Foundation	NJ	\$327,773	President And Co-founder	\$83,615	\$75,937	2024
Philadelphia Learning Collaborative	PA	\$323,500	Executive Di	\$133,851	\$139,784	2023
Little Hands Preschool Inc	MD	\$323,107	Executive Director	\$84,800	\$80,642	2024
Career Girls	CA	\$321,925	Executive Director	\$122,232	\$107,360	2024
Lost Women Of Science Initiative Inc	CA	\$330,499	President & Ceo	\$50,000	\$43,917	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The St Sophia School	NC	\$330,637	Head Of School	\$58,333	\$59,728	2025
Presence	CA	\$320,913	President	\$10,452	\$9,180	2024
Tarrant Literacy Coalition	TX	\$320,903	Executive Di	\$67,500	\$68,681	2024
Syned	CA	\$320,834	President & Ceo	\$39,000	\$35,267	2023
Parkinson's Resource Organization Inc	CA	\$330,835	Executive Director	\$117,064	\$102,821	2024
Dream Bikes Inc	WI	\$320,734	President	\$69,461	\$73,788	2024
Chattanooga Outreach	TN	\$320,394	President / Exec. Dir.	\$49,908	\$53,361	2024
Institute For Peaceable Communities Inc	MA	\$320,233	President/executive Director/director	\$12,988	\$11,565	2025
Explorium Denton Childrens Museum	TX	\$320,020	Executive Dir.	\$40,080	\$41,986	2023
Rage Against Addiction Inc	MD	\$332,810	Executive Di	\$79,997	\$78,321	2023
Creative Spirit Center Inc	MI	\$332,837	Executive Di	\$77,019	\$80,862	2024
Play Like A Girl	TN	\$332,839	Ceo	\$76,666	\$79,858	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 431 organizations. Compensation range \$128–\$288,823; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$325,802); for reference, expenses \$184,928 and assets \$1,276,848. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Beulah Brent, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	60 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	55 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 (Beulah Brent) 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 431 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 60th 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.