

Womensource Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Shequonna Holden, Executive Director / CEO** (\$44,846) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

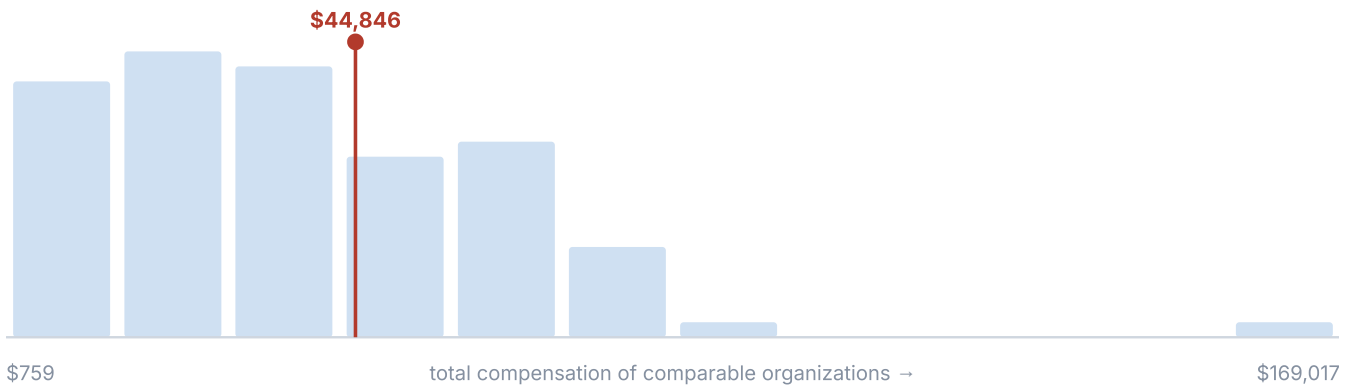
Benchmarked executive: Shequonna Holden — reported title "EXEC. DIRECT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$93,716 and \$209,812 — 0.67x to 1.50x the subject's \$139,875 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,411	\$19,513	\$32,782	\$55,038	\$69,658	\$44,846
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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 GA 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
Deaf & Hard Of Hearing Services Of	FL	\$141,485	Executive Director	\$38,000	\$36,552	2023
Women Are Dreamers Too	GA	\$141,700	Exec Director	\$13,990	\$13,990	2024
East Suburban Citizen Advocacy Inc	PA	\$142,829	Executive Director	\$65,200	\$64,665	2024
Beyond The Natural Foundation	MD	\$136,830	Executive Director	\$38,690	\$35,974	2024
Women's E-news	NY	\$143,093	Executive Director	\$82,500	\$74,143	2024
Hope Community Inc Of White Lake	MI	\$143,124	President	\$69,344	\$73,287	2023
Hale Meekins Residence Inc	MA	\$144,639	President & Ceo	\$14,178	\$13,046	2023
Bontempo Inc	MA	\$145,059	Executive Director	\$19,712	\$17,617	2024
The Lgbtq Center Inc	IN	\$145,929	Executive Director	\$39,000	\$40,903	2024
Rose Of Sharon Equestrian School Inc	MD	\$147,091	Executive Director	\$41,600	\$39,823	2023
Scenic City Women's Network	TN	\$147,199	Executive Di	\$25,000	\$26,907	2023
Street Bean Espresso	WA	\$147,911	Director Of Operations	\$78,569	\$72,026	2023
Miracle League Of Las Vegas	NV	\$131,748	Executive Director	\$55,000	\$54,830	2024
Amy's Wish With Wings	TX	\$148,731	President	\$6,470	\$6,437	2024
Center For Wisdoms Women	ME	\$130,877	Executive Director	\$72,127	\$71,830	2024
Methow Valley Riding Unlimited	WA	\$130,663	Program Director	\$31,733	\$28,256	2024
Plymouth Homes Inc	MD	\$149,279	Treasurer	\$28,731	\$26,714	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christ's Outreach For The Blind Inc	MI	\$125,792	President	\$27,420	\$28,979	2023
Latinos Norristown Pa	PA	\$125,533	Program Coordinator	\$4,400	\$4,677	2022
Colorado Black Caucus	CO	\$154,950	Executive Director	\$32,000	\$30,517	2024
Life Styles Foundation Inc	AR	\$155,173	Executive Director	\$10,246	\$11,159	2025
Lowcountry Alliance For Model Communitie	SC	\$155,380	Co-executive Director	\$21,692	\$22,507	2024
Mount Vernon At Home Inc	VA	\$155,539	Exective Director	\$39,692	\$39,241	2023
Lutheran Housing Services 12 Inc	OH	\$155,726	President/ce	\$54,426	\$57,331	2024
The American Roundtable To Abolish	MA	\$123,680	President	\$189,117	\$169,017	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	87 organizations. Compensation range \$759–\$169,017; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$139,875); for reference, expenses \$105,757 and assets \$201,358.
ROLE MATCH	Shequonna Holden, reported title "EXEC. DIRECT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 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	62 nd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	46 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 (Shequonna Holden) 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 87 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,846 is reasonable (approximately the 62nd 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.