

W Connection Inc

Executive Director / CEO

EIN 271538125

NY · NTEE P80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dawn Nargi, Executive Director / CEO** (\$33,396) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

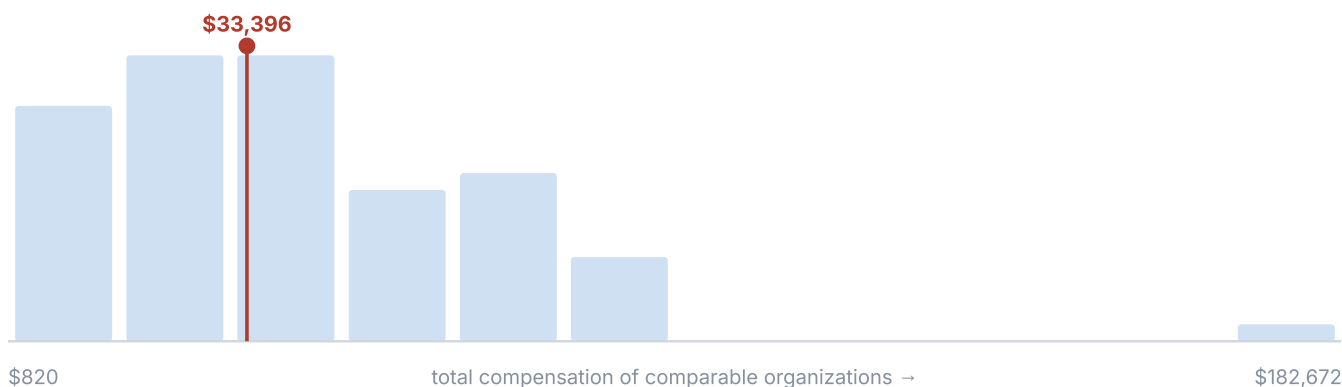
Benchmarked executive: Dawn Nargi — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$82,310 and \$184,276 — 0.67x to 1.50x the subject's \$122,851 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,367	\$19,140	\$35,370	\$56,770	\$74,437	\$33,396
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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 NY 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
The American Roundtable To Abolish	MA	\$123,680	President	\$189,117	\$182,672	2024
Latinos Norristown Pa	PA	\$125,533	Program Coordinator	\$4,400	\$5,054	2022
Christ's Outreach For The Blind Inc	MI	\$125,792	President	\$27,420	\$31,321	2023
Heal Development Corporation	OH	\$119,538	Ceo	\$5,477	\$6,420	2023
Christopher Housing	WA	\$117,987	President And Ceo	\$24,457	\$24,232	2023
Restan Corp	OH	\$117,770	President	\$11,008	\$12,532	2024
Methow Valley Riding Unlimited	WA	\$130,663	Program Director	\$31,733	\$30,539	2024
Center For Wisdoms Women	ME	\$130,877	Executive Director	\$72,127	\$77,634	2024
Northeast Accessible Golf	MA	\$114,569	President/ed	\$16,000	\$15,455	2024
Miracle League Of Las Vegas	NV	\$131,748	Executive Director	\$55,000	\$59,260	2024
Among Friends Activity Center Inc	OK	\$113,835	Executive Di	\$44,500	\$54,227	2023
Brookshire New Birth Ministries	TX	\$113,413	Director	\$14,400	\$15,484	2024
Step Into Life Ministries Inc	PA	\$113,379	Exec Dir	\$6,240	\$6,886	2023
Intecare Housing Inc	IN	\$111,668	President/ceo	\$55,402	\$64,656	2023
Shreveport Independent Living Inc	LA	\$109,583	President/ceo	\$21,418	\$25,351	2024
Beyond The Natural Foundation	MD	\$136,830	Executive Director	\$38,690	\$38,881	2024
Trpil	PA	\$108,521	Ceo	\$19,158	\$20,536	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Womensource Inc	GA	\$139,875	Exec. Direct	\$44,846	\$48,469	2024
Homewerks Np	CA	\$105,454	President	\$35,640	\$33,080	2024
Deaf & Hard Of Hearing Services Of	FL	\$141,485	Executive Director	\$38,000	\$39,505	2023
Women Are Dreamers Too	GA	\$141,700	Exec Director	\$13,990	\$15,121	2024
East Suburban Citizen Advocacy Inc	PA	\$142,829	Executive Director	\$65,200	\$69,889	2024
Women's E-news	NY	\$143,093	Executive Director	\$82,500	\$80,133	2024
Hope Community Inc Of White Lake	MI	\$143,124	President	\$69,344	\$79,208	2023
I Am That Woman Movement Inc Nfp	IL	\$101,531	Ceo And Founder	\$1,099	\$1,196	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	73 organizations. Compensation range \$820–\$182,672; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$122,851); for reference, expenses \$60,669 and assets \$118,017. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dawn Nargi, reported title <i>"EXECUTIVE DI"</i> , 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	49 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	29 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 (Dawn Nargi) 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 73 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,396 is reasonable (approximately the 49th 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.