

Honey Shine Inc

Executive Director / CEO

EIN 273545698

FL · NTEE Q22

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tina Brown, Executive Director / CEO** (\$208,396) against **every comparable organization** that fit the selection criteria — **650** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

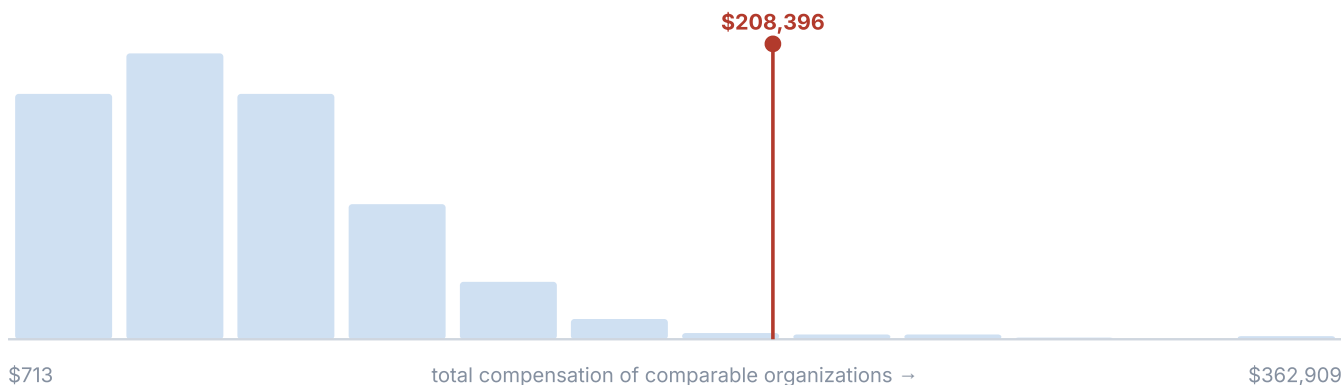
Benchmarked executive: Tina Brown — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q22).
BUDGET	Total revenue between \$256,171 and \$573,517 — 0.67x to 1.50x the subject's \$382,345 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

650 organizations qualified on sector, size, and geography → **650** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,864	\$31,662	\$58,415	\$87,297	\$120,357	\$208,396
----------	----------	----------	----------	-----------	------------------



● 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 FL 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
Vision For The Poor	PA	\$382,721	Exec. Dir/pres	\$14,400	\$14,892	2025
The Small Things Inc	CT	\$383,229	Executive Dir.	\$36,000	\$35,931	2024
Women's Federation For World Peace Inc	NY	\$383,570	President And Chairwoman	\$60,354	\$59,769	2023
Arlene Campbell Humanitarian Foundation	TX	\$380,640	President	\$3,140	\$3,344	2024
Thirst Relief International Inc	FL	\$384,069	Secretary	\$100,376	\$100,376	2024
Hasten International Inc	NC	\$384,351	Executive Director	\$115,792	\$127,359	2024
Refugees United Foundation Usa	CA	\$384,439	Treasurer	\$64,702	\$59,473	2024
Life Connection Mission Inc	MD	\$384,578	Treasurer/se	\$10,000	\$9,695	2025
Enchanted Peach Children's Foundation	GA	\$380,018	Executive Director	\$75,000	\$80,274	2024
Womens Foreign Policy Group Inc	DC	\$379,621	Executive Director	\$137,770	\$132,494	2023
Casa Viva	IL	\$379,428	Director	\$81,102	\$84,874	2024
Freedom Firm Usa	VA	\$385,379	President/treasurer	\$41,394	\$41,448	2025
Eg Justice	DC	\$379,194	Executive Dir.	\$93,500	\$89,920	2023
Women's Rights Without Frontiers	MD	\$386,272	President	\$165,982	\$165,184	2024
Global Seed Planters	MN	\$378,056	President	\$54,467	\$58,982	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mayan Hands Foundation Ltd	NY	\$386,658	Executive Director	\$60,000	\$57,714	2024
Ivu Med	UT	\$378,022	Director	\$122,917	\$130,463	2025
International College Of Surgeons	IL	\$377,685	Exec. Dir.	\$100,578	\$105,256	2024
Zara Initiative	CA	\$387,011	Secretary Director Onsite Director	\$19,000	\$17,464	2024
Rostropovich-vishnevskaya Foundation	DC	\$387,111	Executive Director	\$262,528	\$245,231	2024
Conservation Through Poverty Alleviation International Inc	MA	\$387,360	Managing Director	\$49,763	\$47,601	2024
Answer Relief	MI	\$377,270	Treasurer	\$49,416	\$55,899	2023
The Kings Embrace	KY	\$377,150	Board Member	\$9,270	\$10,602	2024
Red Rhino Orphanage Project	CA	\$387,749	Exec. Director	\$60,000	\$55,151	2024
Building Everyones Success Together In West Africa	TX	\$387,914	Executive Director	\$53,648	\$57,125	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **650** organizations. Compensation range \$713–\$362,909; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$382,345); for reference, expenses \$265,103 and assets \$438,700.
ROLE MATCH	Tina Brown, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 peers fall outside 1.5x 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	99 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Tina Brown) 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 650 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue).
3. The authorized body determined that total compensation of \$208,396 is reasonable (approximately the 99th 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.