

Womanspace Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Elaine Hirschenberger, Executive Director / CEO** (\$49,020) against the **2000** closest of **3,862** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: Elaine Hirschenberger — 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 (P83Z).
BUDGET	Total revenue between \$278,103 and \$622,620 — 0.67x to 1.50x the subject's \$415,080 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,862 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$17,643	\$36,440	\$58,763	\$80,135	\$101,751	\$49,020
----------	----------	----------	----------	-----------	----------



● 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
Custer Network Against	MT	\$415,077	Executive Di	\$74,025	\$81,165	2024
Snowbasin Adaptive Sports Education	UT	\$415,071	Executive Di	\$77,561	\$80,745	2024
Horses Of Hope Missouri Inc	MO	\$415,120	Executive Director	\$2,466	\$2,657	2024
Palmetto Family Council	SC	\$415,123	Operations	\$65,376	\$71,423	2023
Union County Crisis Assistance	NC	\$415,024	Executive Di	\$62,292	\$65,469	2024
Northeast Ohio Foundation For Patriotism	OH	\$414,979	Executive Director	\$72,824	\$80,774	2023
Faith Hope & Love School	CA	\$414,917	Director	\$45,000	\$38,506	2025
Staffserve	PA	\$415,353	Executive Director	\$18,430	\$18,695	2024
Down Syndrome Partnership Of North Texas	TX	\$414,776	Exec Dir	\$84,846	\$86,330	2024
Noble Path Foundation Inc	CA	\$415,387	Treasurer	\$7,115	\$6,249	2024
Jubilee Academy Inc	SC	\$414,754	Executive Director	\$56,250	\$61,453	2023
West Kemper Kiddie Kollege Inc	MS	\$415,430	Director	\$81,977	\$95,612	2023
Zeldin Cares Inc	NY	\$415,446	Executive Director	\$82,500	\$78,069	2023
Hidden Water Inc	NY	\$414,681	Founder And Executive Director	\$155,820	\$143,221	2024
Green Mountain Self Advocates Inc	VT	\$414,661	Administrative Director	\$52,000	\$54,811	2023
Sher Le Mon Swim Club Inc	RI	\$415,508	President	\$600	\$585	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jesus House Odessa Inc	TX	\$415,539	Executive Director	\$91,900	\$93,507	2024
Help - Six Chimneys Inc	OH	\$415,559	President/ceo	\$38,166	\$41,118	2024
Sibs Place Inc	NY	\$414,546	Executive Director	\$41,683	\$38,313	2024
Freedom Dogs	CA	\$414,500	Executive Director	\$133,900	\$114,577	2025
Dillon County Council On Aging	SC	\$414,482	Executive Director	\$45,980	\$47,535	2025
Sound The Trumpet Ministries	TX	\$415,683	President &	\$75,500	\$76,820	2024
Faces And Voices Of Recovery Tri-county Inc	SC	\$415,696	Executive Director	\$45,000	\$49,162	2023
Senior Care Systems Of Colorado Inc	CO	\$415,698	Fac Manager	\$85,256	\$83,154	2024
Apple Tree Center Inc	IN	\$414,407	Key Employee	\$45,904	\$50,694	2023

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 2000 organizations. Compensation range \$262–\$562,220; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$415,080); for reference, expenses \$437,146 and assets \$525,628.

ROLE MATCH Elaine Hirschenberger, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 133 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 44 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	37 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	32 nd

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 (Elaine Hirschenberger) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,020 is reasonable (approximately the 37th 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.