

# Virginia Women And Family Support Center

Executive Director / CEO

EIN 364794956

VA · NTEE P42

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Frances Robin, Executive Director / CEO** (\$122,521) against the **2000** closest of **3,859** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

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

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P42).
BUDGET	Total revenue between \$301,732 and \$675,520 — 0.67x to 1.50x the subject's \$450,347 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,859** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$19,139	\$41,268	\$62,510	\$84,111	\$108,636	<b>\$122,521</b>
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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 VA 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
<a href="#">Golden Care Services Inc</a>	WI	\$450,354	President	\$82,987	<b>\$92,413</b>	2023
<a href="#">Ally S Wish Inc</a>	TX	\$450,435	President	\$112,000	<b>\$116,033</b>	2024
<a href="#">Common Garments Ministry Inc</a>	KY	\$450,451	President	\$6,000	<b>\$6,676</b>	2024
<a href="#">Mississippi Coats 4 Kidz</a>	MS	\$450,452	Executive Director	\$15,700	<b>\$18,110</b>	2024
<a href="#">Rhemas Child Care Center Inc</a>	MI	\$450,234	President	\$66,800	<b>\$73,518</b>	2023
<a href="#">Belknap House</a>	NH	\$450,466	Executive Director	\$46,154	<b>\$44,138</b>	2024
<a href="#">Senior Center Of Elk Grove Inc</a>	CA	\$450,167	Executive Dir.	\$57,011	<b>\$50,986</b>	2024
<a href="#">Living With Communities</a>	MI	\$450,129	President	\$6,127	<b>\$6,743</b>	2023
<a href="#">Recovery Cafe Santa Cruz</a>	CA	\$450,603	Exec Dir/pre	\$17,920	<b>\$16,499</b>	2023
<a href="#">Family Promise Of York Countyinc</a>	SC	\$450,617	Execuitve Di	\$53,737	<b>\$58,061</b>	2024
<a href="#">Hispanic Liaison Of Chatham County</a>	NC	\$450,071	Executive Di	\$76,248	<b>\$81,596</b>	2024
<a href="#">Spokane Fatherhood Initiative</a>	WA	\$449,994	Vice President	\$19,900	<b>\$17,977</b>	2025
<a href="#">Rebuilding Paradise</a>	NC	\$449,984	President	\$115,000	<b>\$123,066</b>	2024
<a href="#">Tvec Charitable Foundation Inc</a>	TX	\$450,758	Executive Director	\$175,014	<b>\$181,316</b>	2024
<a href="#">Polonians Organized To Minister To Our Community Inc</a>	NY	\$450,831	Board President	\$30,907	<b>\$28,925</b>	2024
<a href="#">Ben Lim Ministries</a>	CA	\$450,871	President & Pastor	\$37,300	<b>\$34,344</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Atlanta Ymca Westside Qalibc Inc</a>	GA	\$450,871	Chief Executive Officer	\$36,068	<b>\$38,669</b>	2023
<a href="#">Plumline Inc</a>	TN	\$449,782	President	\$176,660	<b>\$192,321</b>	2024
<a href="#">Sunny Bunch Christian Childcare Center Inc</a>	MI	\$449,651	Chairman Of The Board	\$48,880	<b>\$53,796</b>	2023
<a href="#">Mid-nebraska Foundation Inc</a>	NE	\$451,053	Chief Executive Officer	\$43,429	<b>\$48,377</b>	2024
<a href="#">Seeds Of Love</a>	CA	\$449,576	President	\$36,159	<b>\$33,293</b>	2023
<a href="#">Family Hope Inc</a>	IN	\$449,562	Executive Director	\$89,960	<b>\$98,253</b>	2024
<a href="#">Raindrop Foundation San Antonio</a>	TX	\$451,138	Executive Ma	\$71,388	<b>\$76,143</b>	2023
<a href="#">Sacred Beginnings Transitional Homes Inc</a>	MI	\$449,551	President	\$124,401	<b>\$132,985</b>	2024
<a href="#">Women In Ranching Inc</a>	MT	\$449,536	Executive Di	\$80,400	<b>\$89,759</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>2000</b> organizations. Compensation range \$267–\$572,453; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$450,347); for reference, expenses \$573,420 and assets \$33,365.
ROLE MATCH	Frances Robin, reported title " <i>Executive Director</i> ", 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** 52 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	89 <sup>th</sup>

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 (Frances Robin) 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 13, 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 \$122,521 is reasonable (approximately the 94<sup>th</sup> 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 13, 2026.