

A Place Of Refuge Ministries Of So Wi Inc

Executive Director / CEO

EIN 391971929

WI · NTEE P450

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lydia Beasley, Executive Director / CEO** (\$11,950) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Lydia Beasley — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P450).

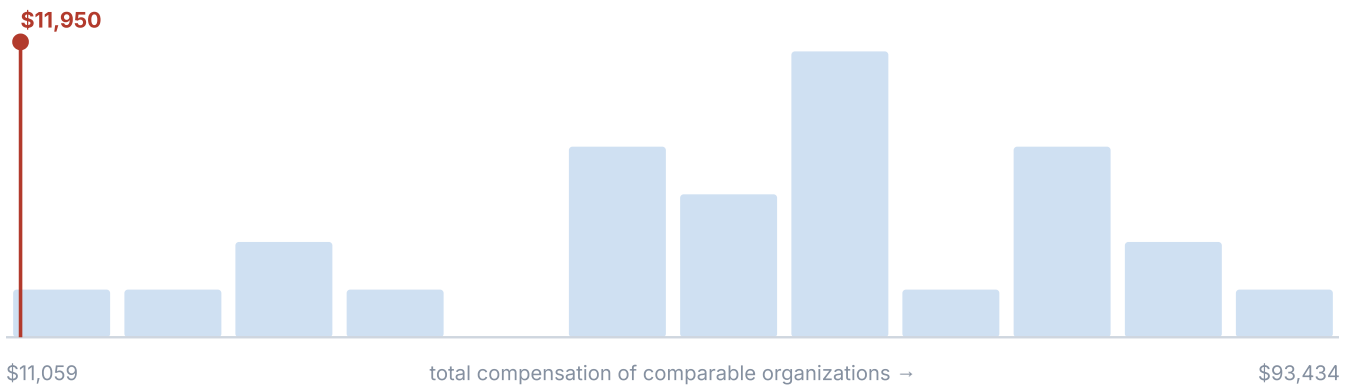
BUDGET Total revenue between \$272,538 and \$610,161 — 0.67x to 1.50x the subject's \$406,774 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P45), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,286

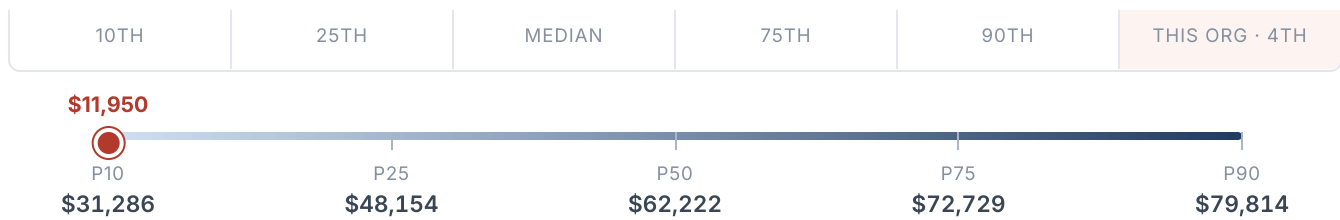
\$48,154

\$62,222

\$72,729

\$79,814

\$11,950



■ 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 WI 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
St Catherine Residence Inc	CO	\$409,567	President	\$12,045	\$11,059	2024
Generations Ahead	MI	\$412,269	Executive Di	\$81,320	\$82,744	2023
Empowering Parents Kansas City	MO	\$399,575	Ceo	\$64,183	\$65,092	2024
Family Counseling Service Of	UT	\$398,211	Executive Dir.	\$95,341	\$93,434	2024
Desert Rose Womens Resource Center	NM	\$417,550	Executive Director	\$53,772	\$57,013	2023
Agnus Dei Foundation	CA	\$376,575	Executive Director	\$90,925	\$75,179	2024
Elizabeths House Option 1	SD	\$370,307	Executive Di	\$52,550	\$55,532	2024
Hope 139 House Inc	GA	\$449,124	Executive Di	\$22,000	\$21,181	2024
Under His Wings Inc	AL	\$359,458	Executive Director	\$68,833	\$71,204	2024
Men Of Influence	CA	\$351,539	Executive Dir.	\$75,572	\$64,330	2023
Gabriel Project Inc	IN	\$339,428	President And Exec Director	\$29,846	\$31,028	2023
Road To Hope	OR	\$475,551	President And Ceo	\$79,999	\$73,237	2023
Madonna Of The Streets Inc	IL	\$477,639	Vice President	\$33,453	\$32,421	2023
Christian Life Home	NC	\$483,442	Executive Director	\$67,966	\$65,510	2025
5 Steps To Five	NY	\$309,811	Executive Director	\$36,456	\$31,543	2024
Mothers' Home	PA	\$504,995	Executive Di	\$80,667	\$75,041	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Midwives Organized To Help Establish Self-reliance Corporatio	FL	\$292,423	President	\$70,000	\$62,966	2024
Saving Grace Maternity Home	OR	\$290,877	Executive Di	\$53,872	\$47,903	2024
Hope Medical	WA	\$288,987	Executive Director	\$60,118	\$51,538	2024
Teen Pregnancy Child Care Training	PA	\$286,787	Executive Di	\$66,086	\$61,478	2025
Abortion Alternatives & Womens	TN	\$574,526	Director	\$45,873	\$46,171	2024
The Pregnancy Center	OR	\$576,536	Executive Dir.	\$55,000	\$48,906	2024
Cherish Center	IA	\$579,488	Executive Di	\$73,333	\$76,884	2024
A Center Of Hope Cpc Inc	GA	\$591,581	Executive Director	\$57,106	\$54,980	2024
St Gianna's Place Inc	NH	\$599,243	Co-director	\$73,955	\$65,387	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 26 organizations. Compensation range \$11,059–\$93,434; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$406,774); for reference, expenses \$401,682 and assets \$506,104.

ROLE MATCH Lydia Beasley, reported title "*TREASURER*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 1 peer 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	4 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	0 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 (Lydia Beasley) 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 26 similarly situated organizations (Same NTEE sector (P45), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,950 is reasonable (approximately the 4th 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.