

Women's Resource Center Of Steele

Executive Director / CEO

EIN 411782844
 MN · NTEE R20Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Sara Colby, Executive Director / CEO** (\$70,547) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

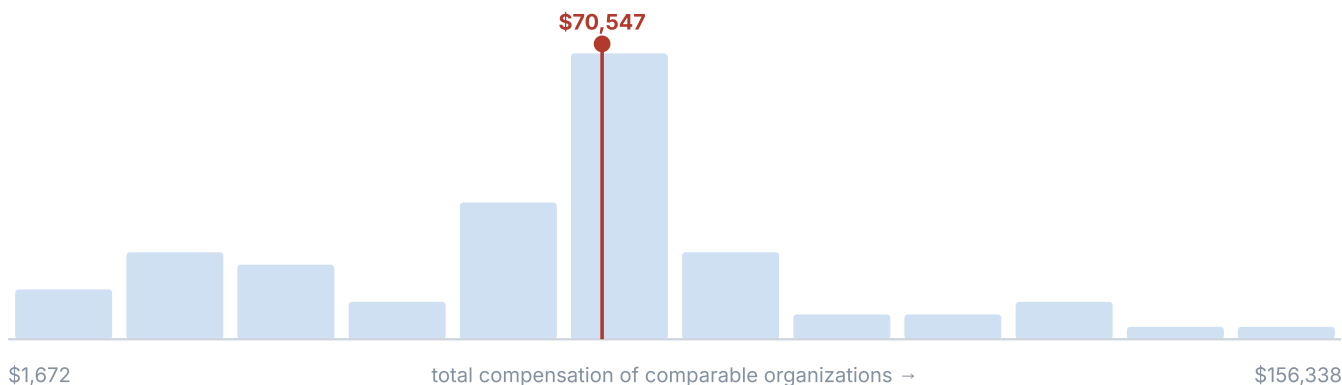
Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

Benchmarked executive: Sara Colby — reported title “EX. DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R20Z).	
BUDGET	Total revenue between \$238,465 and \$533,878 — 0.67x to 1.50x the subject's \$355,919 (the band tightens as size grows).	
GEOGRAPHY	Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.	
70	organizations qualified on sector, size, and geography	→ 70 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,844	\$44,259	\$68,454	\$78,070	\$100,728	\$70,547
----------	----------	----------	----------	-----------	----------



■ 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 MN 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
Humanity In Action Inc	NY	\$354,939	Interim Ceo	\$144,231	\$131,899	2024
Legal Initiatives For Vietnam	CA	\$362,482	President/co-director	\$30,000	\$26,991	2023
Children's Advocacy Center Of The Big Bend Inc	TX	\$365,005	Ceo	\$84,636	\$85,681	2024
Central Missouri Stop Human Trafficking Coalition	MO	\$345,862	Board President	\$62,111	\$68,543	2023
Peace Boat Us Inc	NY	\$345,491	Executive Director	\$42,000	\$38,409	2024
Piedmont Casa Inc	GA	\$345,323	Exec Director	\$55,750	\$56,730	2024
Redwood Justice Fund	CA	\$343,496	President & Ed	\$140,550	\$122,825	2024
Casa Of The Wilderness Trail Inc	KY	\$334,436	Executive Di	\$78,854	\$85,737	2024
Chelan- Douglas County Casagal	WA	\$380,005	Executive Dir.	\$75,450	\$68,364	2024
California Housing Defense Fund	CA	\$331,041	Exec Dir.	\$134,412	\$120,931	2023
Naya Action Fund	OR	\$386,896	Executive Director	\$18,903	\$18,290	2023
Colorado Asian Pacific United	CO	\$323,992	Executive Director	\$36,978	\$35,884	2024
Rockdale Casa Inc	GA	\$320,892	Director	\$57,000	\$56,507	2025
Elevate Coweta Students Inc	GA	\$396,025	Executive Di	\$86,864	\$88,391	2024
You Have The Power	TN	\$397,960	Ceo	\$105,163	\$111,871	2024
Center For Intimacy Justice	CA	\$398,202	Ceo & Founder	\$100,517	\$90,435	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beyond These Walls	OR	\$399,184	Executive Director	\$74,375	\$69,900	2024
Project 68 Inc	FL	\$312,500	Executive Dir.	\$37,650	\$35,795	2024
Casa Of Douglas County Inc	OR	\$400,011	Executive Director	\$83,037	\$78,041	2024
Philly Black Worker Project	PA	\$401,397	Executive Director	\$84,150	\$84,927	2024
Court Appointed Special Advocate	MD	\$307,143	Executive Direc	\$73,410	\$71,508	2023
Movement For Justice In El Barrio Inc	NY	\$304,856	Executive Director	\$128,087	\$117,135	2024
Pennsylvania Firearms Association	PA	\$304,421	Executive Director	\$74,000	\$74,683	2024
West Virginia Pregnancy Center Coalition Inc	WV	\$408,099	Executive Director	\$7,826	\$8,829	2023
Metrowest Worker Center Inccasa Do	MA	\$302,640	Executive Director	\$35,000	\$31,010	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 70 organizations. Compensation range \$1,672–\$156,338; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$355,919); for reference, expenses \$343,540 and assets \$464,355.

ROLE MATCH	Sara Colby, reported title "EX. DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	54 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	51 st

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 (Sara Colby) 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 70 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,547 is reasonable (approximately the 54th 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.